

EBC Meeting Dates

Course #14604

2024-2025

Tuesday, September 3, 2024

Section# 17437

Location: CAB Cafeteria

Wednesday, October 9, 2024

Section# 17438

Location: CAB Cafeteria

~~Wednesday, November 13, 2024~~

~~Section# 17439~~

~~Location: CAB Cafeteria~~

Cancelled

Tuesday, December 3, 2024

Section# 17440

Location: CAB Cafeteria

~~Wednesday, January 15, 2025~~

~~Section# 17441~~

~~Location: CAB Cafeteria~~

Cancelled

Tuesday, February 4, 2025

~~Section# 17442~~

~~Location: CAB Cafeteria~~

Cancelled

Wednesday, March 5, 2025

Section# 17443

Location: CAB Cafeteria

Wednesday, April 9, 2025

Section# 17444

Location: CAB Cafeteria

~~Thursday, May 8, 2025~~

~~Section# 17445~~

~~Location: CAB Cafeteria~~

*Rescheduled
Tuesday, May 13, 2025*

*Special called
May 21, 2025.
CAB Cafeteria*

Time: 4:00-5:00

September 2024
EBC Sign-in and Minutes

Employee Benefits Committee
Meeting Agenda

09/03/2024

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of May 02, 2024 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. Election of Officers (Tony Meza)
 - 2. Review and adoption of Bylaws (Corpus Zorola)
 - 3. Open Enrollment (Leti Martinez)
 - 4. U Matter Wellness Screenings Schedule (Rosanna Shelton)
- F. Adjournment

**EBC Members
2024-2025**

Sept. 3, 2024

Sign-In Sheet

Date: / Course 14004

High Schools				
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Hanna High School	Diana Castro Garcia	dcgarcia@bisd.us	116181	Monica Nieto
Porter High School	Cristina Garzoria	cgarzoria@bisd.us	62863	
Pace High School	Mary Vidos	mavidos@bisd.us	34452	
Rivera High School	Abelardo Aguirre	aaguirre@bisd.us	143464	
Lopez High School	Socorro Nieto	snieto@bisd.us	114596	
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	351702	
BAC	Rebecca Pinion	rpinion@bisd.us	236942	
BECHS	Harold Emerson	hemerson@bisd.us	240494	
Lincoln Park	Hugo Arredondo	harredondo@bisd.us	76813	

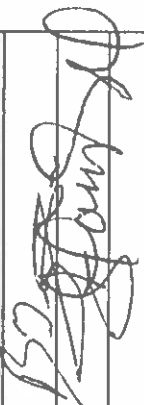
Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia	octgarcia@bisd.us	111279	
Faulk Middle School	Pedro (Tony) Meza - EBC President	tonymeza@bisd.us	56278	
Garcia Middle School	Anne Cespedes	abcespedes@bisd.us	83356	
Lucio Middle School	Anitra Zamora	anzamora@bisd.us	207713/223719	
Manzano Middle School	Cynthia Cisneros	ccisneros@bisd.us	167193	
Oliveira Middle School	Ismael Barron	ibarronir@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nnelson@bisd.us	160113	
Stillman Middle School	Denise Garcia-Day	dygarcia@bisd.us	127396	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Ken McCleary	kmccleary@bisd.us	155667	
Breeden Elementary	Emmanuel Benitez	ebenitez@bisd.us	222429	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	Janet Munivez	jmunivez@bisd.us	182931	
Canales Elementary	Sugey Martinez	smmartinez@bisd.us	352819	
Champion Elementary	John Belleville	jjbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Rebeca Gutierrez	rbgutierrez@bisd.us	122653	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	161896	
Egley Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	34355	
Gonzalez Elementary	Cristobal Cisneros	ciscisneros@bisd.us	212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	249882	
Keller Elementary	Alvino Olvera	aiolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	352845	
Ortiz Elementary	Olga Orta	oorata@bisd.us	15814	
Palm Grove Elementary	Homer Trevino	hotrevino@bisd.us	146781	
Paredes Elementary	Lisset Salazar	lsalazar@bisd.us	355109	
Pena Elementary	Aida Mancias	amancias@bisd.us	62367	
Perez Elementary	Michael D. Moreno	mmoreno@bisd.us	70068	
Pullam Elementary	Neisy De La Fuente	nidelafuente@bisd.us	353733	

Putegnât Elementary	Michele Guerrero	<u>mirguerrero</u>	163686	<i>L. A. Tech</i>
Russell Elementary	Aziza De La Garza	<u>adlgarza@bisd.us</u>	192422	
Sharp Elementary	Consuelo Gavito	<u>cgavito@bisd.us</u>	46175	<i>CG</i>
Skinner Elementary	Sonia Cortinas	<u>scortinas@bisd.us</u>	96873	
Southmost-Garza Elementary	Aracelia Vera	<u>arvera@bisd.us</u>	123919	<i>Aracelia</i>
Vermillion Elementary	Delia Aldape	<u>daldape@bisd.us</u>	244074	
Villa Nueva Elementary	Javier Equia	<u>jeguia@bisd.us</u>	232564	<i>JE</i>
Yturria Elementary	Candice Saldivar	<u>csaldivar2@bisd.us</u>	168645	<i>C. Saldivar</i>

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Reynaldo Barrego Jr.	rjbarrego@bisd.us	76376	
Assessment/Research/Eva.	Joanna Villarreal - EBC Secretary	joannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Curriculum & Instruction	Fred J. Tamez	fitamez@bisd.us	159719	
Deputy Supt. / Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services	Alain Barrera	abarrera2@bisd.us	352041	
Health Services	Tammie Poling	tpoling@bisd.us	187399	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	ngarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Lourdes Guevara	lguevara@bisd.us	175455	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Luciano Villarreal	lvillarreal@bisd.us	83801	
Purchasing	Mayra Castaneda	mavra@bisd.us	218987	
Safety	Corpus Zorola	czorola@bisd.us	89168	
Special Services	Roberto Cano Jr.	rrcano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	137235	

Employee Benefits Committee Meeting Minutes September 3, 2024

A. Call meeting to order

B. Approval of minutes

- Approval of May 02, 2024, meeting minutes,
First motion by Aracelia Vera, Garza Elementary' s Representative
Second motion by Linda Noell, Lucio Middle School's Substitute
Representative

C. Roll Call

D. Old Business

E. New Business

1. Election of Officers

- President Nomination:
President nomination was made for Mr. Tony Meza
by John Belleville, Champion Elementary Representative. It was
second by Hector Olguin, Transportation Department
Representative. Mr. Meza accepts.
- Vice Chair Nomination:
Self-nomination was made by Mr. Abelardo Aguirre, Rivera High
School
Secretary Nomination:
Self -nomination was made by Ms. Evelyn Cantu- Manzano Middle
School
- Mr. Harold Emerson (BECHS) motioned we close nominations and the
committee moved to accept.

F. Discussion Items

*Review an adoption of Bylaws by Mr. Corpus Zorola

Mr. Harold Emerson(BECHS) suggested to adjust language on the Conflicts
of Interest section, paragraph 3, first sentence. Mr. Zorola informed that it
will be reviewed.

*Open Enrollment (Leti Martinez)

Ms. Martinez announced campuses will be visited by enrollers and
explained three options will be available for the employees. She informed
that benefits will remain the same and dental rates with United HealthCare
will change between 1.00 to 1.20 increase.

*Flexible Spending Account Card (Flex Card up to 2,850) in 2025.
Flex card rollover up to 500.00 from 2024

*International Pharmacy updates will be coming.

- G. U Matter Wellness Screenings begin tomorrow September 4, 2024.
- H. Meeting Adjournment at 4:22pm (Motion made by the Larissa Ezequiel, Del Castillo-Morningside Elementary Representative)

October 2024
EBC Sign-in and Minutes

Employee Benefits Committee
Meeting Agenda

10/09/2024

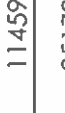
4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of September 03, 2024 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. Bylaws Revision (Maricela Zarate Puente)
 - 2. One Pass (Connie Hernandez)
 - 3. Dental Plan Increase (Leti Martinez)
 - 4. Health Insurance 101 (Leti Martinez)
- F. Adjournment

EBC Members 2024-2025

Sign-In Sheet

Date: 10/9/2024

High Schools					
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature	
Hanna High School	Diana Castro Garcia	dcgarcia@bisd.us	116181		
Porter High School	Cristina Garzoria	cgarzoria@bisd.us	123633 62863		
Pace High School	Mary Vidos	mavidos@bisd.us	34452		
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	143464		
Lopez High School	Socorro Nieto	snieto@bisd.us	114596		
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	351702		
BAC	Rebecca Pinion <i>Rebecca Castro</i>	rpinion@bisd.us <i>ecastro@bisd.us</i>	34917 236942		
BECHS	Harold Emerson	hemerson@bisd.us	240494		
Lincoln Park	Hugo Arredondo	harredondo@bisd.us	76813		

Middle Schools					
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature	
Besteiro Middle School	Octavio Garcia	octgarcia@bisd.us	111279		
Faulk Middle School	Pedro (Tony) Meza - EBC President	tonymeza@bisd.us	56278		
Garcia Middle School	Anne Cespedes	acespedes@bisd.us	83356		
Lucio Middle School	Anitra Zamora	anzamora@bisd.us	207713		
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	56979		
Oliveira Middle School	Ismael Barron	ibarronjr@bisd.us	199699		
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543		
Stell Middle School	Norma Nelson	nanelson@bisd.us	160113		
Stillman Middle School	Denise Garcia-Day	dvgarcia@bisd.us	127396		
Vela Middle School	Jesus Pecina	jpecina@bisd.us	133906		

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Ken McCleary	kmccleary@bisd.us	155667	
Breeden Elementary	Emmanuel Benitez	ebenitez@bisd.us	222429	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	Barbara Becker			
Canales Elementary	Sugey Martinez	smmartinez@bisd.us	352819	
Champion Elementary	John Belleville	jjbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Rebeca Gutierrez	rbgutierrez@bisd.us	122653	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	34355	
Gonzalez Elementary	Cristobal Cisneros	ciscisneros@bisd.us	212253	
Hudson Elementary	Rosemarie Hinajosa	rhinajosa1@bisd.us	249882	
Keller Elementary	Alvino Olvera	aiolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	352845	
Ortiz Elementary	Olga Orta	oorota@bisd.us	15814	
Palm Grove Elementary	Homer Trevino	hotrevino@bisd.us	146781	
Paredes Elementary	tisset Selezar Priscilla GARCIA	tselazar@bisd.us Pgarcia@bisd.us	355109 203458	
Pena Elementary	Aida Mancias	amancias@bisd.us	62367	
Perez Elementary	Michael D. Moreno	mmoreno@bisd.us	70068	
Pullam Elementary	Neisy De La Fuente	nidela Fuente@bisd.us	353733	

Putegnath Elementary	Michele Guerrero	<u>mguerrero</u>	163686	<i>Michele Guerrero</i>
Russell Elementary	Aziza De La Garza	<u>adlgarza@bisd.us</u>	192422	<i>Aziza De La Garza</i>
Sharp Elementary	Consuelo Gavito	<u>cgavito@bisd.us</u>	46175	<i>Consuelo Gavito</i>
Skinner Elementary	Sonia Cortinas	<u>scortinas@bisd.us</u>	96873	<i>Sonia Cortinas</i>
Southmost Garza Elementary	Aracelia Vera	<u>arvera@bisd.us</u>	123919	<i>Aracelia Vera</i>
Vermillion Elementary	Delia Aldape	<u>daldape@bisd.us</u>	244074	<i>Delia Aldape</i>
Villa Nueva Elementary	Javier Equia	<u>jeguia@bisd.us</u>	232564	<i>Javier Equia</i>
Yturria Elementary	Candice Saldivar	<u>csaldivar2@bisd.us</u>	168645	<i>Candice Saldivar</i>

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Reynaldo Barrego Jr.	rjrborrego@bisd.us	76376	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Curriculum & Instruction	Fred J. Tamez	ftamez@bisd.us	159719	
Deputy Supt. / Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services	Alain Barrera	abarrera2@bisd.us	352041	
Health Services	Tammie Poling	tdpoling@bisd.us	187399	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mimartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	nigarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Lourdes Guevara	lguevara@bisd.us	175455	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Luciano Villarreal	luvilarrreal@bisd.us	83801	
Purchasing	Mayra Castaneda	mayra@bisd.us	218987	
Safety	Corpus Zorola	czorola@bisd.us	89168	
Special Services	Roberto Cano Jr.	rircano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	137235	

21

Employee Benefits Committee Meeting Minutes October 9, 2024

A. Call meeting to order

B. Approval of minutes

- Approval of September 03, 2024, meeting minutes.

The first motion by the Mandy Martinez, Library/Media Services Representative

The second motion by Michelle Cortez, Gallegos Elementary Representative

C. Roll Call

D. Old Business

Mrs. Zarate Puente apologized for her absence at the September EBC meeting. She welcomed members and expressed gratitude for their participation on the committee this year.

E. New Business

- Dr. Nellie Cantu expressed gratitude to all EBC committee members and emphasized the importance of their work.
- Bylaws Revision (Maricela Zarate Puente): It was previously suggested to add 4-5 words on page 4. Mrs. Zarate Puente communicated with Mr. Salinas our district attorney, who clarified that it was fine as written. Committee Chairman, Mr. Tony Meza, motioned to accept the Bylaws as they read.

Voting: The committee members accepted

One Abstention: Mr. Harold Emerson, BECHS Representative

- One Pass Presentation, Connie Hernandez, UHC

Mrs. Hernandez introduced and explained the One Pass Select health gym fitness packet options available in January 2025 for all BISD employees. She described the differences between the packets and answered questions from the EBC committee members. Mrs. Zarate Puente suggested creating a video presentation to help our district employees understand the services offered by the One Pass Select participating gym program.

- Dental Plan Presentation, Leti Martinez, SIG

Mrs. Martinez explained the three different kinds of dental plans.

- Health Insurance, Leti Martinez, SIG

Mrs. Martinez explained the difference between self-funded and fully funded insurance. She also shared that BISD is self-funded. Additionally, she reminded everyone about the new plan taking effect in January 2025. She encouraged committee members to remind their departments and campuses to meet with the insurance representatives during their visits.

Mrs. Zarate Puente explained the school district's generous plan and international pharmacy changes.

F. Meeting Adjournment. Meeting was adjourned at 5:02 pm (Motion made by Mr. Meza)

November 2024
EBC Sign-in and Minutes

Karina Guerrero

From: Karina Guerrero
Sent: Wednesday, November 6, 2024 10:31 AM
Cc: Maricela Zarate Puente; Tony Meza; Evelyn Cantu
Subject: Cancellation of November 13, 2024 EBC Meeting

Dear Employee Benefits Committee (EBC) Members,

I am writing to inform you that the EBC meeting originally scheduled for Wednesday, November 13, 2024, has been cancelled. There are currently no agenda items requiring our attention, so we will not need to meet at this time. Please feel free to reach out if you have any questions.

Thank you for your continued commitment to our committee and your support of our employees' benefits.

Respectfully,

Maricela Zarate Puente

Human Resources Director
Employee Benefits/Risk Management
1900 E. Price Rd. Office #212
Brownsville, Tx 78520
(956)698-0688 z@bisd.us



This email and any files transmitted with it are the property of the Brownsville Independent School District, are confidential, and are intended solely for the use of the individual or entity to whom this email is addressed. If you are not one of the named recipient(s) or otherwise have reason to believe that you have received this message in error, please notify the sender and delete this message immediately from your computer. Any other use, retention, dissemination, forwarding, printing, or copying of this email is strictly prohibited.

BISD does not discriminate on the basis of race, color, national origin, gender, religion, age, disability or genetic information in employment or provision of services, programs or activities.

BISD no discrimina a base de raza, color, origen nacional, género, religión, edad, discapacidad o información genética en el empleo o en la provisión de servicios, programas o actividades.

December 2024
EBC Sign-in and Minutes

Employee Benefits Committee
Meeting Agenda

12/03/2024

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of October 9, 2024 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. Preventive vs. Diagnostic provider visits – Connie Hernandez
 - 2. Deductible / Out of Pocket – Connie Hernandez
 - 3. Flex Card – Leti Martinez
- F. Adjournment

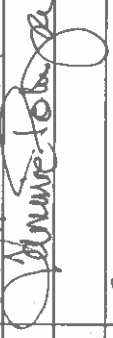
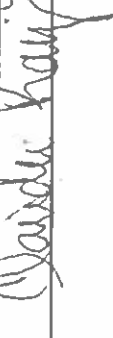
**EBC Members
2024-2025**

Sign-In Sheet

Date: 12/3/2024

High Schools					
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature	
Hanna High School	Diana Castro Garcia	dcgarcia@bisd.us	116181		
Porter High School	Cristina Garzoria <i>Jose Parde</i>	cgarzoria@bisd.us	123633	<i>[Signature]</i>	
Pace High School	Mary Vidos	mavidos@bisd.us	34452		
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	143464		
Lopez High School	Socorro Nieto	snieto@bisd.us	114596		
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	351702	<i>[Signature]</i>	
BAC	Rebecca Pinion	rnpinion@bisd.us	236942		
BECHS	Harold Emerson	hemerson@bisd.us	240494		
Lincoln Park	Hugo Arredondo	harredondo@bisd.us	76813		

Middle Schools				
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia	octgarcia@bisd.us	111279	
Faulk Middle School	Pedro (Tony) Meza - EBC President	tonymeza@bisd.us	56278	
Garcia Middle School	Anne Cespedes	abcespedes@bisd.us	83356	
Lucio Middle School	Anitra Zamora	anzamora@bisd.us	207713	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	56979	
Oliveira Middle School	Ismael Barron	ibarronjr@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nnelson@bisd.us	160113	
Stillman Middle School	Denise Garcia-Day	dygarcia@bisd.us	127396	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	133906	

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Reynaldo Borrego Jr.	rjborrego@bisd.us	76376	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Curriculum & Instruction	Fred J. Tamez	fitamez@bisd.us	159719	
Deputy Supt. / Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services	Alain Barrera	abarrera2@bisd.us	352041	
Health Services	Tammie Poling	tdpoling@bisd.us	187399	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	nigarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Lourdes Guevara	lguerrara@bisd.us	175455	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Luciano Villarreal	luvillarreal@bisd.us	83801	
Purchasing	Mayra Castaneda	mavra@bisd.us	218987	
Safety	Corpus Zorola	czorola@bisd.us	89168	
Special Services	Roberto Cano Jr.	rircano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	137235	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Ken McCleary	kmcclary@bisd.us	155667	
Breeden Elementary	Emmanuel Benitez	ebenitez@bisd.us	222429	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	Barbara Becker Barbarella	bbecker@bisd.us	243825	
Candales Elementary	Sugey Martinez	smmartinez@bisd.us	352819	
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Rebeca Gutierrez	rbgutierrez@bisd.us	122653	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	34355	
Gonzalez Elementary	Cristobal Cisneros	ciscisneros@bisd.us	212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	249882	
Keller Elementary	Alvino Olvera	airolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	352845	
Ortiz Elementary	Olga Orta	oorta@bisd.us	15814	
Palm Grove Elementary	Homer Trevino	hotrevino@bisd.us	146781	
Paredes Elementary	Lisset Salazar-Risulla G. Hani	lsalazar@bisd.us Pgalaris@bisd.us	355109 203688 P	
Pena Elementary	Aida Mancias	amancias@bisd.us	62367	
Perez Elementary	Michael D. Moreno	mmoreno@bisd.us	70068	
Pullam Elementary	Neisy De La Fuente	nidelafuente@bisd.us	353733	

Putegnol Elementary	Michele Guerrero	mrguerrero	163686	
Russell Elementary	Aziza De La Garza	adlgarza@bisd.us	192422	
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	46175	
Skinner Elementary	Sonia Cortinas	scortinas@bisd.us	96873	
Southmost-Garza Elementary	Aracelia Vera	arvera@bisd.us	123919	
Vermillion Elementary	Delia Aldape	daldape@bisd.us	244074	
Villa Nueva Elementary	Javier Equia	jeguia@bisd.us	232564	
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	168645	

Employee Benefits Committee Meeting Minutes

December 3, 2024

A. Call meeting to order

B. Approval of minutes

Approval of November 13, 2024, meeting minutes,

First motion by Bertha Martinez, Payroll Representative

Second motion by _____

C. Roll Call

D. Old Business

Mrs. Zarate welcomed members and thanked everyone for being part of the committee this year.

E. New Business

1. Dr. Nellie Cantu thanked all EBC committee members and conveyed that the work the committee does is important.

2. Maricela-Zarate Puente provided with an overview of the updates in the district's healthcare plans:

- Preventive vs. Diagnostic provider Visits – Connie Hernandez
- Deductible /Out of Pocket – Connie Hernandez
- Flex Card – Leti Martinez

3. Meeting Adjournment, Meeting adjourned at 5:02 pm Motion made by Mr. Tony Meza.

January 2025
EBC Sign-in and Minutes

Karina Guerrero

From: Karina Guerrero
Sent: Friday, January 10, 2025 4:09 PM
Cc: Maricela Zarate Puente; Tony Meza
Subject: January EBC Meeting Cancelled

Dear Employee Benefits Committee (EBC) Members,

I am writing to inform you that the EBC meeting originally scheduled for Wednesday, January 15, 2025, has been cancelled. There are currently no agenda items requiring our attention, so we will not need to meet at this time. Please feel free to reach out if you have any questions.

Thank you for your continued commitment to our committee and your support of our employees' benefits.

Respectfully,

Karina Guerrero, Administrative Assistant
Employee Benefits/Risk Management Department
1900 E. Price Road, Suite 212
Brownsville, Texas 78521
(O) 956-548-8061 [***kguerrero@bisd.us***](mailto:kguerrero@bisd.us)

This email and any files transmitted with it are the property of the Brownsville Independent School District, are confidential, and are intended solely for the use of the individual or entity to whom this email is addressed. If you are not one of the named recipient(s) or otherwise have reason to believe that you have received this message in error, please notify the sender and delete this message immediately from your computer. Any other use, retention, dissemination, forwarding, printing, or copying of this email is strictly prohibited.

BISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities.

BISD no discrimina a base de raza, color, origen nacional, sexo, religión, edad, discapacidad o información genética en el empleo o en la provisión de servicios, programas o actividades.

February 2025
EBC Sign-in and Minutes

Karina Guerrero

From: Karina Guerrero
Sent: Thursday, January 30, 2025 11:17 AM
Subject: February EBC Meeting - Cancelled
Attachments: 1095-C Notice.pdf

Dear Employee Benefits Committee (EBC) Members,

I am writing to inform you that the EBC meeting originally scheduled for Tuesday, February 4, 2025, has been cancelled.

Additionally, I am attaching a notice to provide guidance to your staff regarding the 1095-C Forms. Your staff can obtain a copy of their form via Employee Online. Please note that the form is for informational purposes only and is not required for completing income taxes. Notice is also posted on our department website.

Thank you for your continued commitment to our committee and your support of our employees' benefits.

Respectfully,

Karina Guerrero, Administrative Assistant
Employee Benefits/Risk Management Department
1900 E. Price Road, Suite 212
Brownsville, Texas 78521
(O) 956-548-8061 [***kguerrero@bisd.us***](mailto:kguerrero@bisd.us)

This email and any files transmitted with it are the property of the Brownsville Independent School District, are confidential, and are intended solely for the use of the individual or entity to whom this email is addressed. If you are not one of the named recipient(s) or otherwise have reason to believe that you have received this message in error, please notify the sender and delete this message immediately from your computer. Any other use, retention, dissemination, forwarding, printing, or copying of this email is strictly prohibited.

BISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities.

BISD no discrimina a base de raza, color, origen nacional, sexo, religión, edad, discapacidad o información genética en el empleo o en la provisión de servicios, programas o actividades.

March 2025
EBC Sign-in and Minutes

Employee Benefits Committee
Meeting Agenda

3/5/2025

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of December 3, 2024 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. ARAYA/ElectRx 2024 Year in Review – Patrick McLaughlin
- F. Adjournment

EBC Members 2024-2025

Sign-In Sheet

Date: 3/5/2025

High Schools				
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Hanna High School	Diana Castro Garcia	dcgarcia@bisd.us	116181	
Porter High School	Cristina Garzoria	cgarzoria@bisd.us	62863	J. Pardo
Pace High School	Mary Vidos	mavidos@bisd.us	34452	
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirrejr@bisd.us	143464	
Lopez High School	Socorro Nieto	snieto@bisd.us	114596	
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	351702	
BAC	Eleazar Castro	ecastro2@bisd.us	349179	
BECHS	Harold Emerson	hemerson@bisd.us	240494	
Lincoln Park	Hugo Arredondo	harredondo@bisd.us	76813	

Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia	octgarcia@bisd.us	1121015279	
Faulk Middle School	Pedro (Tony) Meza - EBC President	tonymeza@bisd.us	56278	
Garcia Middle School	Anne Cespedes	abcespedes@bisd.us	83356	
Lucio Middle School	Anitra Zamora	anzamora@bisd.us	207713	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	56979	
Oliveira Middle School	Ismael Barron	ibarronir@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nanelson@bisd.us	160113	
Stillman Middle School	Denise Garcia-Day	dvgarcia@bisd.us	127396	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Ken McCleary	kmcclary@bisd.us	155667	
Breeden Elementary	Emmanuel Benitez	ebenitez@bisd.us	222429	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	Barbarella Becker	bbecker@bisd.us	204244 243825	
Canales Elementary	Sugey Martinez	smmartinez@bisd.us	352819	
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Rebeca Gutierrez	rbgutierrez@bisd.us	122653	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	34355	
Gonzalez Elementary	Cristobal Cisneros	circisneros@bisd.us	212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	249882	
Keller Elementary	Alvino Olvera	aivolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	352845	
Ortiz Elementary	Olga Orta	oorta@bisd.us	15814	
Palm Grove Elementary	Homer Trevino	hotrevino@bisd.us	146781	
Paredes Elementary	Priscilla Alanis	prealanis@bisd.us	203688	
Pena Elementary	Aida Mancias	amancias@bisd.us	62367	
Perez Elementary	Michael D. Moreno	mmoreno@bisd.us	200660	

Michael P. Moreno

mmoreno

70068

Pullam Elementary	Neisy De La Fuente	michelafoente@bisd.us	553733	M. Moreno
Putegnati Elementary	Michele Guerrero	miguerrero	163686	Michele
Russell Elementary	Aziza De La Garza	adlgarza@bisd.us	192422	
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	46175	
Skinner Elementary	Sonia Cortinas	scortinas@bisd.us	96873	
Southmost-Garza Elementary	Aracelia Vera	arvera@bisd.us	123919	Gina Boyd
Vermillion Elementary	Delia Aldape	daldape@bisd.us	244074	Freddie
Villa Nueva Elementary	Javier Equia	jeguia@bisd.us	232564	
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	168645	

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Reynaldo Berrogo Jr. MANISA ESPARZA	rrborrego@bisd.us	130699 26376	
Assessment/Research/Eva.	Joanna Villarreal	jannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Curriculum & Instruction	Fred J. Tamez	fitamez@bisd.us	159719	
Deputy Supt. / Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Facilities	Dora A. Orliz	doortiz@bisd.us	49344	
Food and Nutrition Services	Alain Barrera	abarrera2@bisd.us	352041	
Health Services	Tammie Poling	tdpoling@bisd.us	187399	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	nigarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Lourdes Guevara	lguevara@bisd.us	175455	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Luciano Villarreal	luvillarreal@bisd.us	83801	
Purchasing	Mayra Castaneda	mayra@bisd.us	218987	
Safety	Corpus Zorola	czorola@bisd.us	89168	
Special Services	Roberto Cano Jr.	rrcano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlsparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	137235	

Employee Benefits Committee Meeting Minutes
March 5, 2025

- A. Call meeting to order
- B. Roll Call
- C. Old Business
- D. New Business

- Mrs. Zarate-Puente extended a warm welcome and expressed gratitude to the Employee Committee members for their participation and attendance.
- Mr. Aguirre, the Vice President, officially called the meeting to order at 4:09 PM. He requested the approval of the minutes from the meeting held on December 4, 2024. The motion was made by Mr. J. Pecina (Vela Middle School) and seconded by Mr. E. Castro (BAC).

Old Business

There were no items of old business to address.

New Business

1. Mrs. Zarate-Puente provided the Committee with an update on the Brownsville Independent School District (ISD) medical and pharmacy program, which included a presentation.
2. Mrs. Zarate-Puente introduced Mr. P. McLaughan of Araya Prescription Benefit Management. Mr. McLaughan provided an overview of the district's pharmacy and medical prescription programs and responded to inquiries from Committee members.
3. Dr. Nellie Cantu shared some helpful information about the prescription plans and encouraged everyone on the committee to encourage our district employees to contact the BISD Employee Risk Management Department if they have any questions.
4. Mrs. Zarate-Puente expressed appreciation to Mr. McLaughan and Araya Prescription Benefit Management for their commitment to communication and collaboration with the Brownsville ISD.

Meeting Adjournment

The meeting was adjourned at 4:46 PM, following a motion presented by Ms. E. Reyes and seconded by Mrs. B. Martinez.

April 2025

EBC Sign-in and Minutes

Employee Benefits Committee
Meeting Agenda

4/9/2025

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of March 5, 2025 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. UHC Year in Review – Debra Farley
- F. Adjournment

EBC Members 2024-2025

Sign-In Sheet

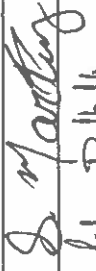
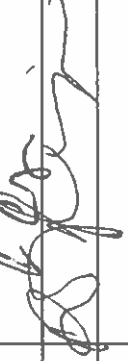
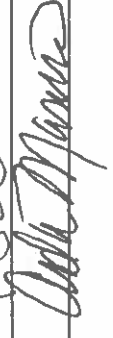
Date: 04/09/2025

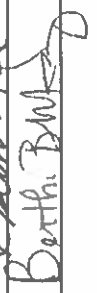
High Schools					
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature	
Hanna High School	Diana Castro Garcia	dcgarcia@bisd.us	116181		
Porter High School	Cristina Garzoria <i>J Parola</i>	cgarzoria@bisd.us	62863		
Pace High School	Mary Vidos	mavidos@bisd.us	34452		
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	143464		
Lopez High School	Socorro Nieto	snieto@bisd.us	114596		
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	351702		
BAC	Eleazar Castro	ecastro2@bisd.us	349179		
BECHS	Harold Emerson	hemerson@bisd.us	240494		
Lincoln Park	Hugo Arredondo	harredondo@bisd.us	76813		

Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC President	tonymeza@bisd.us	56278	
Garcia Middle School	Anne Cespedes	abcespedes@bisd.us	83356	
Lucio Middle School	Anitra Zamora	anzamora@bisd.us	207713	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	56979	
Oliveira Middle School	Ismael Barron	ibarronjr@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nanelson@bisd.us	160113	
Stillman Middle School	Denise Garcia-Day	dygarcia@bisd.us	127396	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Ken McCleary	kmcclary@bisd.us	155667	
Breeden Elementary	Emmanuel Benitez	ebenitez@bisd.us	222429	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	Barbarella Becker/Maria G. garza	bbecker@bisd.us	243825/224294	
Canales Elementary	Sugey Martinez	smmartinez@bisd.us	352819	
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Rebeca Gutierrez	rbgutierrez@bisd.us	122653	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	34355	
Gonzalez Elementary	Cristobal Cisneros	cjrcisneros@bisd.us	212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	249882	
Keller Elementary	Alvino Olvera	aljolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	alrodriguez@bisd.us	352845	
Ortiz Elementary	Olga Orta	oorota@bisd.us	15814	
Palm Grove Elementary	Homer Trevino	hotrevino@bisd.us	146781	
Paredes Elementary	Priscilla Alanis	pgalanis@bisd.us	203688	
Pena Elementary	Aida Mancias	amancias@bisd.us	62367	
Perez Elementary				

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola-Serrata	mvespindola@bisd.us	130699	
Assessment/Research/Eva.	Joanna Villarreal (Della Lopez)	joannav@bisd.us dmlopez@bisd.us	176184 124257	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Curriculum & Instruction	Fred J. Tamez	ftamez@bisd.us	159719	
Deputy Supt. / Operations	Dr. Nellie Cantu	dncantu@bisd.us	353527	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services	Alain Barrera	abarrera2@bisd.us	352041	
Health Services	Tammie Poling	tdpoling@bisd.us	187399	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	njgarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Lourdes Guevara	lguevara@bisd.us	175455	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Luciano Villarreal	luvilarrreal@bisd.us	83801	
Purchasing	Mayra Castaneda	mayra@bisd.us	218987	
Safety	Corpus Zorola	czorola@bisd.us	89168	
Special Services	Roberto Cano Jr.	rrcano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	137235	

Pullam Elementary	Micael Moreno	mmoreno@bisd.us	70068	<i>M. Moreno</i>
Putegnat Elementary	Michele Guerrero	mrguerrero	163686	<i>Michelle G.</i>
Russell Elementary	Aziza De La Garza	adlgarza@bisd.us	192422	
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	46175	<i>CG</i>
Skinner Elementary	Sonia Cortinas	scortinas@bisd.us	96873	<i>Sonia Cortinas</i>
Southmost-Garza Elementary	Aracelia Vera	arvera@bisd.us	123919	<i>Aracelia Vera</i>
Vermillion Elementary	Delia Aldape	daldape@bisd.us	244074	
Villa Nueva Elementary	Javier Equia	jegua@bisd.us	232564	
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	168645	<i>CS</i>

Employee Benefits Committee Meeting Minutes April 9, 2025

- A. Call to Order
- B. Roll Call
- C. Old Business
- D. New Business

Mrs. Zarate-Puente welcomed everyone warmly and thanked the Employee Benefits Committee members for their active participation. Mr. President officially called the meeting to order at 4:01 PM and sought approval for the minutes from the previous meeting held on March 5, 2025. The motion was made by Aida Mancias, Pena's Representative, Jesus Pecina, Vela Middle School and supported by Michelle Cortez, Gallegos Elementary.

Old Business

Mrs. Zarate-Puente expressed her gratitude to the BISD Employee Benefits Subcommittee for attending the meeting on April 23, 2025, and acknowledged the valuable insights shared by Mr. Garza from Valley Risk Consulting during their discussions.

New Business

- Dr. Nellie Cantu expressed gratitude to all EBC committee members and emphasized the importance of their work. She also thanked the EBC subcommittee members for their attendance at the subcommittee's framework meeting.
- Mrs. Zarate-Puente also conveyed appreciation to Valley Risk Consulting for their presence and introduced Mrs. D. Farley, Vice President of United Healthcare, Mrs. D. Farley provided an informative overview of the district's health plans, covering essential topics such as:
 - ❖ Team Introductions
 - ❖ Plan Highlights
 - ❖ Plan Performance
 - ❖ Member Engagement
 - ❖ Network Utilization
 - ❖ Cost Drivers
 - ❖ Member Satisfaction Surveys
 - ❖ Areas of Focus
- In her conclusion, Mrs. Farley encouraged committee members to engage with their colleagues about their health insurance needs. She emphasized the importance of utilizing the contact number on the back of their ID cards for any inquiries and reaching out to both the United Healthcare main and local offices for support.

- Additionally, Mrs. Zarate-Puente announced that a member satisfaction survey for BISD employees will be sent out soon, providing an opportunity for feedback that will help improve our services.
- Mrs. Letty Martinez from Salazar Insurance encouraged the committee to promote the United Healthcare resource app, which serves as a valuable tool for accessing detailed health plan information.
- Mrs. Zarate-Puente concluded by expressing sincere appreciation to Mrs. D. Farley and United Healthcare for their ongoing commitment to open communication and collaboration with Brownsville ISD. She reinforced the significance of participation in the Employee Benefits Committee meeting in May, highlighting how each member's involvement contributes to our collective success.

Meeting Adjournment

The meeting was adjourned at 5:02 PM, following a motion put forth by Ms. Guevara from the Migrant Department and seconded by Mr. A. Castillo from Garden Park.

May 2025

EBC Sign-in and Minutes

Employee Benefits Committee
Meeting Agenda

5/13/2025

4:00pm

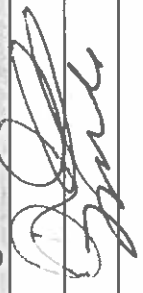
- A. Call meeting to order
- B. Approval of minutes
 - Approval of April 9, 2025 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. Employee Health Plan Overview & Strategic Plan Options
- F. Adjournment

**EBC Members
2024-2025**

Sign-In Sheet

Date: 05/08/2025

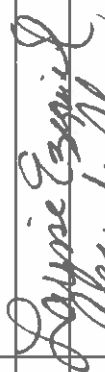
13

High Schools					
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature	
Hanna High School	Diana Castro Garcia	dcgarcia@bisd.us	116181		
Porter High School	Cristina Garzoria	cgarzoria@bisd.us	62863		
Pace High School	Mary Vidos	mavidos@bisd.us	34452		
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	143464		
Lopez High School	Socorro Nieto	snieto@bisd.us	114596		
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	351702		
BAC	Eleazar Castro	ecastro2@bisd.us	349179		
BECHS	Harold Emerson	hemerson@bisd.us	240494		
Lincoln Park	Hugo Arredondo	harredondo@bisd.us	76813		

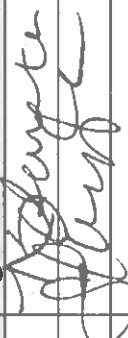
Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC President	tonymeza@bisd.us	56278	
Garcia Middle School	Anne Cespedes	abcespedes@bisd.us	83356	
Lucio Middle School	Anitra Zamora	anzamora@bisd.us	207713	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	56979	
Oliveira Middle School	Ismael Barron	ibarronir@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nanelson@bisd.us	160113	
Stillman Middle School	Denise Garcia-Day	dvgarcia@bisd.us	127396	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Ken McCleary	kmcclary@bisd.us	155667	
Breeden Elementary	Emmanuel Benitez	ebenitez@bisd.us	222429	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	Barbarella Becker/Maria G. Garza	bbecker@bisd.us	243825/224294	
Canales Elementary	Sugey Martinez	smmartinez@bisd.us	352819	
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Rebeca Gutierrez	rbgutierrez@bisd.us	122653	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	34355	
Gonzalez Elementary	Cristobal Cisneros	cjrcisneros@bisd.us	212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	249882	
Keller Elementary	Alvino Olvera	aiolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	352845	
Ortiz Elementary	Olga Orta	oorta@bisd.us	15814	
Palm Grove Elementary	Homer Trevino	hotrevino@bisd.us	146781	
Paredes Elementary	Priscilla Alanis	pgalanis@bisd.us	203688	
Pena Elementary	Aida Mancias	amancias@bisd.us	62367	
Perez Elementary				
Pullam Elementary	Micael Moreno	mmoreno@bisd.us	70068	

Putegnât Elementary	Michele Guerrero	<u>mguerrero</u>	163686	<i>Michele Guerrero</i>
Russell Elementary	Aziza De La Garza	<u>adlgarza@bisd.us</u>	192422	<i>Adilgarza</i>
Sharp Elementary	Consuelo Gavito	<u>cgavito@bisd.us</u>	46175	<i>CG</i>
Skinner Elementary	Sonia Cortinas	<u>scortinas@bisd.us</u>	96873	<i>SC</i>
Southmost-Garza Elementary	Aracelia Vera	<u>arvera@bisd.us</u>	123919	<i>A Vera</i>
Vermillion Elementary	Delia Aldape	<u>daldape@bisd.us</u>	244074	<i>Delia Aldape</i>
Villa Nueva Elementary	Javier Equia	<u>jeguia@bisd.us</u>	232564	
Yturria Elementary	Candice Saldivar	<u>csaldivar2@bisd.us</u>	168645	<i>CSaldivar</i>

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola-Serrata	myespindola@bisd.us	130699	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Curriculum & Instruction	Fred J. Tamez	fitamez@bisd.us	159719	
Deputy Supt. / Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services	Alain Barrera	abarrera2@bisd.us	352041	
Health Services	Tammie Poling	tdpoling@bisd.us	187399	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mimartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	nigarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Lourdes Guevara	laguevara@bisd.us	175455	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Luciano Villarreal	luvillarreal@bisd.us	83801	
Purchasing	Mayra Castaneda	mayra@bisd.us	218987	
Safety	Corpus Zorola	czorola@bisd.us	89168	
Special Services	Roberto Cano Jr.	rircano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	137235	



Karina Guerrero

From: Karina Guerrero
Sent: Thursday, May 8, 2025 2:59 PM
Cc: Maricela Zarate Puente; Tony Meza; Evelyn Cantu
Subject: EBC Meeting Postponed

Importance: High

Public Address Announcement from the Employee Benefits Department

After consultation with the Brownsville National Weather Service, we have determined that the chances of lightning will persist into the early evening. Our district has been under a lightning warning this afternoon. Therefore, our EBC meeting is POSTPONED and rescheduled for Tuesday, May 13, 2025; location to be determined.

If you are able to drive by CAB to pick up your dinner, we will be outside the cafeteria handing out the meals curbside until 4:15pm. Thank you to Salazar Insurance Group for sponsoring today's meal.

Respectfully,

Maricela Zarate Puente

Human Resources Director
Employee Benefits/Risk Management
1900 E. Price Rd. Office #212
Brownsville, TX 78520
(956) 698-0688 z@bisd.us



This email and any files transmitted with it are the property of the Brownsville Independent School District, are confidential, and are intended solely for the use of the individual or entity to whom this email is addressed. If you are not one of the named recipient(s) or otherwise have reason to believe that you have received this message in error, please notify the sender and delete this message immediately from your computer. Any other use, retention, dissemination, forwarding, printing, or copying of this email is strictly prohibited.

BISD does not discriminate on the basis of race, color, national origin, gender, religion, age, disability or genetic information in employment or provision of services, programs or activities.

Employee Benefits Committee Meeting Minutes May 13, 2025

- A. Call to Order
- B. Roll Call
- C. Old Business
- D. New Business

- Mrs. Zarate-Puente extended a warm welcome to the Employee Committee members and expressed her gratitude for their participation and attendance. Mr. President officially called the meeting to order at 4:02 PM and requested the approval of the minutes from the meeting held on April 9, 2025. Representative Arnulfo Castillo from Garden Park made the motion for approval, which was seconded by Lourdes Guevara, representative from the Migrant Department..

Old Business

- Mrs. Zarate-Puente acknowledged and thanked the BISD Employee Benefits Subcommittee members for attending the meeting on April 23, 2025.

New Business

- Mrs. Zarate-Puente expressed her appreciation to Mr. Roger Garza of Valley Risk Consulting and Mrs. Letty Martinez of Salazar Insurance for their participation in the meeting.
- Mr. Garza presented comprehensive information regarding BISD's self-funded insurance plan, indicating that the school district covers 86% of the costs, while employees are responsible for 14%. Additionally, he provided a comparison of BISD's insurance plan with those of other school districts and outlined the three health insurance coverage options available to all full-time employees. Additionally, Mr. Garza answered inquiries from committee members.
- Dr. N. Cantu offered clarifications and responded to inquiries from committee members during the presentation.
- Mrs. Zarate-Puente recommended scheduling a subsequent committee meeting on May 21, 2025, which will include representatives from Valley Risk Consulting and Salazar Insurance along with committee members. This meeting will provide an opportunity to collaboratively finalize the Employee Benefits Committee's suggestions regarding the school district's insurance plan in preparation for presentation to the Board Insurance Committee.

Meeting Adjournment

The meeting was adjourned at 6:00 PM following a motion by Emiliano Camarillo from Human Resources, which was seconded by Hugh Emerson from BECHS.

May 2025
Special Called
EBC Sign-in and Minutes

Employee Benefits Committee
Meeting Agenda

5/21/2025

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of May 14, 2025 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. EBC 2025-2026 Meeting Dates
 - 2. Employee Health Plan Overview & Strategic Plan Options – Follow-up
- F. Adjournment

**EBC Members
2024-2025**

Sign-In Sheet

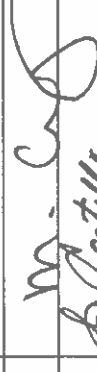
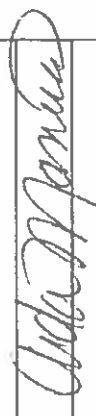
Date: 05/21/2025

High Schools					
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature	
Hanna High School	Diana Castro Garcia	dcgarcia@bisd.us	116181		
Porter High School	Cristina Garzoria	cgarzoria@bisd.us	62863		
Pace High School	Mary Vidos	mavidos@bisd.us	34452		
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	143464		
Lopez High School	Socorro Nieto	snieto@bisd.us	114596		
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	351702		
BAC	Eleazar Castro	ecastro2@bisd.us	349179		
BECHS	Harold Emerson	hemerson@bisd.us	240494		
Lincoln Park	Hugo Arredondo	harredondo@bisd.us	76813		

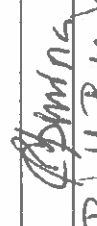
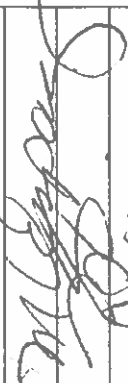
Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC President	tonymeza@bisd.us	56278	
Garcia Middle School	Anne Cespedes	abcespedes@bisd.us	83356	
Lucio Middle School	Anitra Zamora	anzamora@bisd.us	207713	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	56979	
Oliveira Middle School	Ismael Barron	ibarronjr@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nanelson@bisd.us	160113	
Stillman Middle School	Denise Garcia-Day	dygarcia@bisd.us	127396	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Ken McCleary	kmcclary@bisd.us	155667	
Breeden Elementary	Emmanuel Benitez	ebenitez@bisd.us	222429	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	Barbarella Becker/Maria G. garza	bbecker@bisd.us	243825/224294	
Canales Elementary	Sugey Martinez	smmartinez@bisd.us	352819	
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Rebeca Gutierrez	rbgutierrez@bisd.us	122653	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	34355	
Gonzalez Elementary	Cristobal Cisneros	circisneros@bisd.us	212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	249882	
Keller Elementary	Alvino Olvera	aolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	352845	
Ortiz Elementary	Olga Orta	oorota@bisd.us	15814	
Palm Grove Elementary	Homer Trevino	hotrevino@bisd.us	146781	
Paredes Elementary	Priscilla Alanis	pgalanis@bisd.us	203688	
Pena Elementary	Aida Mancias	amancias@bisd.us	62367	
Perez Elementary				
Pullam Elementary	Micael Moreno	mmoreno@bisd.us	70068	

Putegnatt Elementary	Michele Guerrero	mrguerrero	163686	Michele Dr
Russell Elementary	Aziza De La Garza	adlgarza@bisd.us	192422	
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	46175	CG
Skinner Elementary	Sonia Cortinas	scortinas@bisd.us	96873	
Southmost-Garza Elementary	Aracelia Vera	arvera@bisd.us	123919	
Vermillion Elementary	Delia Aldape	daldape@bisd.us	244074	
Villa Nueva Elementary	Javier Equia	jeguia@bisd.us	232564	
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	168645	CSaldivar

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola-Serrata	myespindola@bisd.us	130699	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Curriculum & Instruction	Fred J. Tamez	ftamez@bisd.us	159719	
Deputy Supt. / Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services	Alain Barrera	abarrera2@bisd.us	352041	
Health Services	Tammie Poling	tdpoling@bisd.us	187399	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	nigarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Loures Guevara	lguevara@bisd.us	175455	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Luciano Villarreal	luvillarreal@bisd.us	83801	
Purchasing	Mayra Castaneda	mavra@bisd.us	218987	
Safety	Corpus Zorola	czorola@bisd.us	89168	
Special Services	Roberto Cano Jr.	rrcano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	137235	

Employee Benefits Committee Meeting Minutes May 21, 2025

- A. Call to Order
- B. Roll Call
- C. Old Business
- D. New Business

Mrs. Zarate-Puente welcomed everyone warmly and thanked the Employee Benefits Committee members for their active participation. Mr. President officially called the meeting to order at 4:10 PM.

The motion was made by Garden Park Elementary Representative Arnulfo Castillo and supported by BAC Representative Eleazar Castro.

Old Business

Mrs. Zarate-Puente expressed her gratitude to the BISD Employee Benefits Subcommittee for attending the meeting on May 13, 2025, and acknowledged the valuable insights from the committee members and thanked them for their active participation,

New Business

- Dr. Nellie Cantu expressed gratitude to all EBC committee members and emphasized the importance of their work. She also thanked the EBC subcommittee members for their attendance at the subcommittee's framework meeting for the 2024-225 academic school year. She thanked Diana Morales, Representative for United Health Care, Letty Martinez, Salazar Insurance, and Mr. Roger Garza and Xavier Leal from Valley Consulting for their presence and dedication to their collaboration with Brownsville ISD.
-
- Mrs. Zarate Puente shared about the BISD Proposed Savings/Funding Strategies with three options potential savings in insurance with three options and Mr. Garza explained the prospects
- After discussions and answering inquiries from committee members, Mrs. Zarate Puente thanked everyone again for their dedication, attentiveness, to the Employee Benefits Committee.

Meeting Adjournment

The meeting was adjourned at 5:00 PM, following a motion put forth by Mayra Castaneda, Purchasing Department and seconded by Claudia Ramirez, Warehouse Department Representative.

Employee Benefits Committee Members

SCHOOL	REPRESENTATIVE
Hanna High School	Elizabeth Hernandez
Porter High School	Marvelia Vela
Pace High School	Alma Reyna
Rivera High School	Abelardo Aguirre
Lopez High School	Virginia Ramirez
Veterans Memorial High School	Alexis Longoria-Lopez
BAC	Eleazar Castro
BECHS	Harold Emerson
Lincoln Park	Veronica Cruz
Besteiro Middle School	Octavio Garcia/John Clark
Faulk Middle School	Pedro (Tony) Meza
Garcia Middle School	
Lucio Middle School	Gabriela O. Maldonado
Manzano Middle School	Evelyn Cantu
Oliveira Middle School	Ismael Barron
Perkins Middle School	Cesar Maldonado
Stell Middle School	Norma Nelson
Stillman Middle School	Claudia Borrego
Vela Middle School	Jesus Pecina
Aiken Elementary	Maribel San Miguel
Benavides Elementary	Deborah Anzaldua
Breeden Elementary	Alicia Garcia
Brite Elementary	Denise Longoria
Burns Elementary	B Becker/M Garza/P Puente
Canales Elementary	Ana P. Gutierrez
Champion Elementary	John Belleville
Cromack-Castaneda Elem.	Esmerlada Garcia-Barajas
Del Castillo-Morningside Elem.	Larissa Ezequiel
Egly Elementary	Alejandro Alaniz
El Jardin Elementary	Patricia Monica Longoria
Gallegos Elementary	Michelle Cortez
Garden Park Elementary	Arnulfo Castillo
Gonzalez Elementary	Cristobal Cisneros
Hudson Elementary	Rosemarie Hinojosa
Judge R. Garza at Southmost	Troy Whittemore
Keller Elementary	Alvino Olvera
Martin Elementary	Amanda Rodriguez
Ortiz Elementary	Adriana Garcia
Palm Grove Elementary	
Paredes Elementary	

Pena Elementary	Aida Mancias
Perez Elementary	Celina Garza
Pullam Elementary	Michael Moreno
Putegnat Elementary	Michele Guerrero
Russell Elementary	Fidencio L. Zavala
Sharp Elementary	Consuelo Gavito
Skinner Elementary	Celia Saiz-Broussard
Vermillion Elementary	Delia Aldape
Villa Nueva Elementary	Rayna Estrada
Yturria Elementary	Candice Saldivar
DEPARTMENT	REPRESENTATIVE
Adult Education	Marisa Espindola Serrata/Yarim Enriquez
Assessment/Research/Eva.	Joanna Villarreal
Aquatic Center	Monica Rosales
Chief Operations	Dr. Nellie Cantu
Curriculum & Instruction	Fred J. Tamez
Facilities	
Food and Nutrition Services	
Health Services	Shirley Blanco
Human Resources	Emiliano Camarillo
Library/Media Services	Mandy Martinez
Maintenance	Norma J. Garcia
Migrant Dept/Parent & Family	Yesenia Longoria
Payroll Department	Bertha Martinez
Police/Security Services	Melissa Maldonado
Pupil Services	Jaime Estrada
Purchasing	Mayra Castaneda
Special Services	Roberto Cano Jr.
Support Programs	Maria L. Esparza
Transportation	Heber Olguin
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez
Youth Connection	Linda montero

Employee Benefits Committee Meeting

(September 2025)



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



Employee Benefits Committee Meeting Agenda

9/9/2025

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of August 28, 2025 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. 2026 Vision Plan Renewal Options
 - 2. 2026 Dental Proposals
 - 3. Tentative Open Enrollment Schedule
- F. Adjournment
- G. Announcements:
 - Special Called Board Meeting, September 25, 2025 (Medical Plan)



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



Employee Benefits Committee Meeting Agenda

9/9/2025

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of August 28, 2025 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. 2026 Vision Plan Renewal Options
 - 2. 2026 Dental Proposals
 - 3. Tentative Open Enrollment Schedule
- F. Adjournment
- G. Announcements:
 - Special Called Board Meeting, September 25, 2025 (Medical Plan)

EBC Members

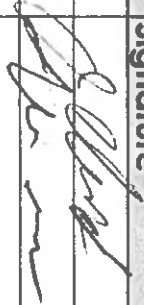
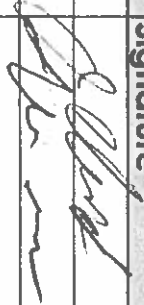
2025-2026

Sign-In Sheet

Date: 09/09/25

High Schools				
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Hanna High School	Elizabeth Hernandez	elhernandez@bisd.us	113158	
Porter High School	Cristina Garzoria	cgarzoria@bisd.us	✓ 62863	<i>Cristina Garzoria</i>
Pace High School	Alma Reyna	areyna@bisd.us	✓ 101451	<i>Alma Reyna</i>
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	✓ 143464	<i>Abelardo Aguirre</i>
Lopez High School	Virginia Ramirez	vramirez@bisd.us	✓ 213829	<i>Virginia Ramirez</i>
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	✓ 351702	<i>Alexis Longoria-Lopez</i>
BAC	Eleazar Castro	ecastro2@bisd.us	✓ 349179	<i>Eleazar Castro</i>
BECHS	Harold Emerson	hemerson@bisd.us	✓ 240494	<i>Harold Emerson</i>
Lincoln Park	Nora Ontiveros-Hinojosa	nontiveros-hinojosa@bisd.us	✓ 43095	<i>Nora Ontiveros-Hinojosa</i>

Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
✓ Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	✓ 111279/161055	
✓ Faulk Middle School	Pedro (Tony) Meza - EBC Chair	tonymeza@bisd.us	✓ 56278	
Garcia Middle School				
✓ Lucio Middle School	Gabriela O. Maldonado	<i>goma</i> gmaldonado@bisd.us	✓ 142638	
✓ Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	✓ 56979	
✓ Oliveira Middle School	Ismael Barron	ibarronjr@bisd.us	✓ 199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
✓ Stell Middle School	Norma Nelson	nnelson@bisd.us	✓ 160113	
✓ Stillman Middle School	Claudia Borrego	cborrego@bisd.us	✓ 106917	
✓ Vela Middle School	Jesus Pecina	jpecina@bisd.us	✓ 133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Deborah Anzaldúa	dianzaldua@bisd.us	✓ 47619	Deborah Anzaldúa
Breeden Elementary	Emmanuel Benitez Alicia Garcia	ebenitez@bisd.us abgarcia@bisd.us	✓ 207063	Alicia Garcia
Brile Elementary	Denise Longoria	dlongoria@bisd.us	✓ 207063	Denise Longoria
Burns Elementary	Barbarella Becker/Maria G. garza	bbecker@bisd.us	243825/224294	
Canales Elementary	Sugey Martinez	smmartinez@bisd.us	✓ 352819	Sugey Martinez
Champion Elementary	John Belleville	jbelleville@bisd.us	✓ 228095	John Belleville
Cromack-Castaneda Elem.	Esmeralda Garcia-Barajas	egarcia_barajas@bisd.us	✓ 353699	Esmeralda Garcia-Barajas
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	✓ 161896	Larissa Ezequiel
Egly Elementary	Alejandro Alaniz	alaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	✓ 15334	Patricia Longoria
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	✓ 49107	Michelle Cortez
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	✓ 34355	Arnulfo Castillo
Gonzalez Elementary	Cristobal Cisneros	crcisneros@bisd.us	✓ 212253	Cristobal Cisneros
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	✓ 249882	Rosemarie Hinojosa
Keller Elementary	Alvino Olivera	aiolivera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	352845	
Ortiz Elementary	Adriana Garcia	agarcia7@bisd.us	✓ 253006	Adriana Garcia
Palm Grove Elementary	Homer Trevino	htrevino@bisd.us	146781	
Paredes Elementary	Priscilla Alanis	pgalanis@bisd.us	✓ 203688	Priscilla Alanis
Pena Elementary	Aida Mancias	amancias@bisd.us	✓ 62367	Aida Mancias
Perez Elementary	Celina Garza	cegarza@bisd.us	216011	
Pullam Elementary	Micael Moreno	mmoreno@bisd.us	✓ 70068	Micael Moreno

✓ Putegnat Elementary	Michele Guerrero	mguerrero	✓	163686	<i>Michele Guerrero</i>
✓ Russell Elementary	Fidencio L. Zavala	fizavala@bisd.us	✓	56839	<i>Fidencio L. Zavala</i>
✓ Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	✓	46175	<i>Consuelo Gavito</i>
✓ Skinner Elementary	Celia Saiz-Broussard	csaiz-broussard@bisd.us	✓	212911	<i>Celia Saiz-Broussard</i>
✓ Southmost-Garza Elementary	Troy Whitemore	twhitemore@bisd.us	✓	52604	<i>Troy J. Whitemore</i>
✓ Vermillion Elementary	Delia Aldape	daldape@bisd.us		244074	
Villa Nueva Elementary	Javier Equia	jequia@bisd.us		232564	
✓ Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	✓	168645	<i>C Saldivar</i>

(6)

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola-Serrata <i>Marisa Espindola</i>	mespindola@bisd.us <i>Marisa Espindola</i>	✓ 130699 <i>357610</i>	<i>Marisa Espindola</i>
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	✓ 176184	<i>Joanna Villarreal</i>
Aquatic Center	Monica Rosales	mmrosales@bisd.us	✓ 19615	<i>Monica Rosales</i>
Curriculum & Instruction	Fred J. Tamez	ftamez@bisd.us	✓ 159719	<i>Fred J. Tamez</i>
Deputy Supt. / Operations	Dr. Nellie Cantu	dncantu@bisd.us	✓ 353527	<i>Nellie Cantu</i>
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	<i>Dora A. Ortiz</i>
Food and Nutrition Services	Alain Barrera	abarrera2@bisd.us	352044	<i>Alain Barrera</i>
Health Services	Shirley Blanco	sblanco@bisd.us	✓ 225606	<i>Shirley Blanco</i>
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	✓ 194085	<i>Emiliano Camarillo</i>
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	✓ 233781	<i>Mandy Martinez</i>
Maintenance	Norma J. Garcia	nlgarcia@bisd.us	✓ 234826	<i>Norma J. Garcia</i>
Migrant Dept/Parent & Family	Yessenia Longoria	ylongoria@bisd.us <i>Yessenia Longoria</i>	✓ 350772	<i>Yessenia Longoria</i>
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	✓ 73563	<i>Bertha Martinez</i>
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	<i>Melissa Maldonado</i>
Pupil Services	Luciano Villarreal <i>Luciano Villarreal</i>	lvillarreal@bisd.us <i>lvillarreal@bisd.us</i>	350123 <i>350123</i>	<i>Luciano Villarreal</i>
Purchasing	Mayra Castaneda <i>Mayra Castaneda</i>	maya@bisd.us <i>Mayra Castaneda</i>	<i>352188</i> <i>352188</i>	<i>Mayra Castaneda</i>
Safety	Corpus Zorola	czorola@bisd.us	✓ 89168	<i>Corpus Zorola</i>
Special Services	Roberto Cano Jr.	rrcano@bisd.us	157864	<i>Roberto Cano Jr.</i>
Support Programs	Maria L. Esparza	mlesparza@bisd.us	✓ 17094	<i>Maria L. Esparza</i>
Transportation	Heber Olguin	holguint@bisd.us	✓ 13633	<i>Heber Olguin</i>
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	✓ 137235	<i>Claudia Ramirez</i>

101

102

103

104

105

106

107

108

109

**Brownsville ISD Employee Benefits Committee Meeting Minutes
September 9, 2025**

- A. Call meeting to order
- B. Approval of minutes
- C. Roll Call
- D. Old Business
- E. New Business

Approval of Minutes

Roll Call

Dr. Nellie Cantu extended a warm welcome to the members of the Employee Benefit Committee (EBC) and expressed her gratitude for their participation and attendance. Mr. Tony Meza, EBC Chair, officially called the meeting to order at 4:02 PM.

Old Business

- The approval of the minutes from the previous meeting was proposed by the Heber Olguin, Transportation Department and seconded by John Belleville, Champion Elementary.

New Business

- Dr. Nellie Cantu welcomed the EBC members and outlined the agenda items for discussion, which included the 2026 Vision Plan Renewal Options, the Dental Proposal for district insurance plans, and a Special Called Board Meeting.
- Dr. Nellie Cantu introduced Mr. Dino Chavez from the Vision Plan, along with Mr. B. Scroggins and Mr. David from MetLife, as well as his assistant, Mrs. Dalia Hurtado.
- Mr. Dino Chavez explained that a rate increase occurs every four years and presented various options for the district to consider, including the current plan with MetLife and the possibility of changing the insurance carrier. His presentation included:
 - The number of district employees enrolled in the vision plan
 - A list of available plans
 - Projected rate increases
 - Recommendations for two insurance carriers
- Mr. Dino Chavez elaborated on the differences between high and low-tier plans, detailing premiums, and highlighted the benefits of the employee vision plan, which offers multiple levels of service. Mr. Chavez addressed inquiries from several committee members.

- Dr. Nellie Cantu further addressed questions raised by the EBC members and informed them that there would be an opportunity for them to disseminate the information presented within their workplaces to gather employee input. Mrs. Karina Guerrero will assist by sending an email for representatives to collect data from their campuses or departments.
- Dr. Nellie Cantu clarified that participation in these voluntary insurance plans is not obligatory for employees.
- Subsequently, Dr. Nellie Cantu introduced Mrs. Leti Martinez, who presented information regarding the district's dental plan.
- Leti Martinez's presentation included an analysis of the BISD dental plan for 2025. Mrs. Martinez informed that in the meeting in August, EBC members voted to request proposals for the decision permitting the Salazar Insurance Group (SIG) to seek quotes for the 2026 dental plan and to formulate a recommendation that would minimize the impact on employees.
- Mrs. Leti Martinez's presentation provided insights on:
 - Current enrollment figures for the dental plans
 - The three different types of dental plans: low, mid, and high plans
- Mrs. Leti Martinez addressed further inquiries from the committee members.
- Dr. Nellie Cantu also answered inquiries from the EBC members and reiterated that an email with a Google Form would be sent, including a timeline for submitting their votes. Dr. Cantu encouraged all representatives to gather input from their campus or departmental staff. Each EBC member is asked to select one company for Vision Insurance and one for Dental Insurance and submit one vote per campus or department.
- Mrs. Leti Martinez reminded the committee that the Open Enrollment period is scheduled from September 29 to November 14, 2025.
- Dr. Nellie Cantu informed the EBC committee members that, due to the BISD medical plan being tabled, a special board meeting has been scheduled for September 25, 2025, at 5:30 PM. During this meeting, the medical plan will be discussed in alignment with the proposals previously presented to the EBC committee, with no changes. Dr. Cantu warmly invited all EBC committee members to attend if they can, noting that their commitment and proposals are deserving of acknowledgment.
- Mr. Tony Meza from Faulk Middle School proposed a motion to adjourn the meeting, which was seconded by Yesenia Longoria, representative from the Migrant Department. The meeting was formally adjourned at 5:03 PM.



SALAZAR INSURANCE GROUP

2035 E. Price Road, Suite D, Brownsville, TX 78521
956.554.0028

Dental Insurance

Type of Insurance similar to health insurance but is designed to help manage costs associated with dental care and oral health services not covered by health insurance.

Current Carrier- UHC

Dental Analysis 2025

EBC IN AUGUST
MEETING VOTED
TO REQUEST
PROPOSALS

Received 4- United Health Care, Delta Dental, MetLife, Mutual of Omaha
Decline to Quote 3- Ameritas, Lincoln Financial, Unum



Currently Enrolled
Members – 2729

Low plan 516
Mid Plan 155
High Plan 2058

2025 Current Benefits and Rates

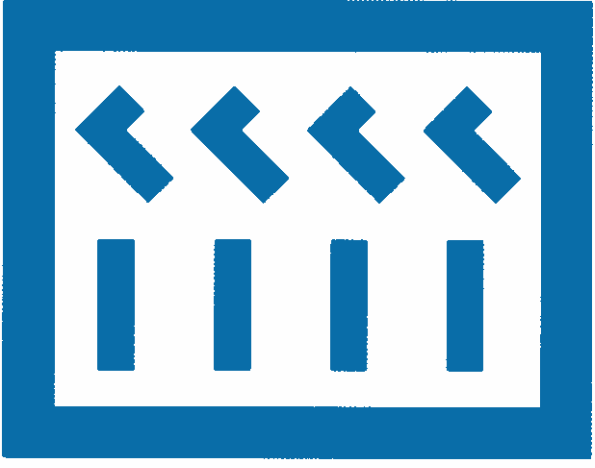
Column1	Column2	Column3	Column4
	Low Plan	Mid Plan	High Plan
Preventive Services			
Periodic Oral Evaluation	100%	100%	100%
Radiographs	100%	100%	100%
Lab and Other Diagnostic Tests	100%	100%	100%
Dental Prophylaxis (Cleaning)	100%	100%	100%
Fluoride Treatment	100%	100%	100%
Sealants	100%	100%	100%
Space Maintainers	100%	100%	100%
Basic Services			
Restorations (Amalgams or Composite)*	80%	80%	80%
Simple Extractions	Not Covered	80%	80%
Oral Surgery (incl. surgical extractions)	Not Covered	80%	80%
Endodontics (Root Canals)	Not Covered	80%	80%
Major Services			
Periodontics	Not Covered	50%	50%
Endodontics	Not Covered	50%	50%
Inlays/Onlays/Crowns	Not Covered	50%	50%
Dentures and Removable Prosthetics	Not Covered	50%	50%
Fixed Partial Dentures (Bridges)	Not Covered	50%	50%
Orthodontic Services			
Orthodontia	Not Covered	Covered	Covered
Deductible (Individual/Family)	Not Applicable	\$50/\$150	\$50/\$150
Annual Max	\$1,000.00	\$1,000.00	\$2,000.00
Lifetime Ortho Max	Not Covered	\$1,000.00	\$1,000.00
Waiting Period	None	None	None
Dependent Children Coverage	To Age 26	To Age 26	To Age 26
Benefit Period Basis	Calendar Year	Calendar Year	Calendar Year
2025 Rates			
United Health Care	LOW 523	MID 155	HIGH 2108
EO	\$18.10	\$28.23	\$29.07
EMP+1	\$41.69	\$61.27	\$63.10
EMP+FAM	\$81.17	\$99.79	\$102.76

2026

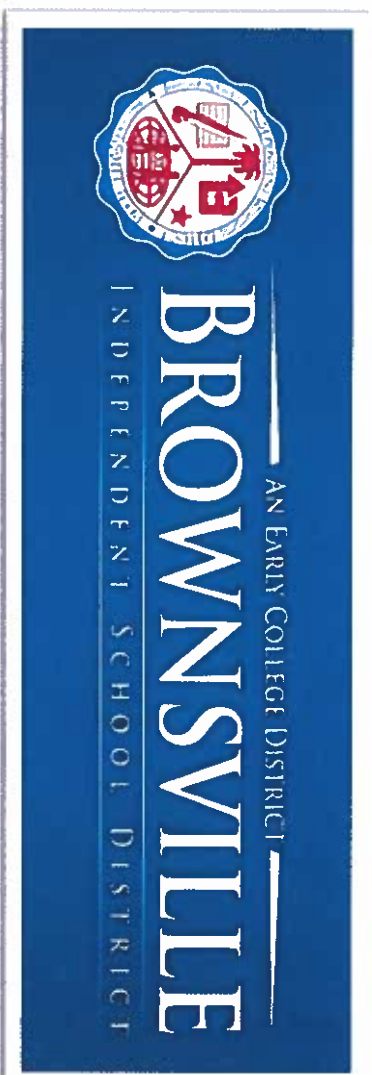
	Low Plan	Mid Plan with Ortho	High Plan With Ortho	Notes
	I only need coverage for routine services. Exams, cleanings, and x-rays are covered at 100% (no deductible). Fillings and stainless steel crowns are covered at 80% (\$50 deductible). My annual coverage maximum is \$1000. I won't have any coverage for root canals, crowns, bridges, dentures or child orthodontics.	All of my routine exams, cleanings and x-rays are covered at 100%. Fillings, all periodontal procedures, endodontics (root canals) are covered at 80%. Oral surgery, crowns, bridges, dentures are all covered at 50%. My annual maximum is \$1000. I also have child and adult ortho coverage with a lifetime max of \$1000.	All of my routine exams, cleanings and x-rays are covered at 100%. Fillings, all periodontal procedures, endodontics (root canals) are covered at 80%. Oral surgery, crowns, bridges, dentures are all covered at 50%. My annual maximum is \$2000. I also have child and adult ortho coverage with a lifetime max of \$1000.	
Proposed Rates	LOW	MID	HIGH	
UHC Renewal	19%	19%	19%	
EO	\$21.55	\$33.61	\$34.61	
EMP+I	\$49.64	\$72.92	\$75.13	
EMP+FAM	\$96.64	\$118.81	\$122.34	
DELTA DENTAL	3.2%	3.2%	3.2%	Rate Guarantee through 2027. 2028 Not to exceed 6%
EO	\$18.68	\$29.13	\$30.00	
EMP+I	\$43.02	\$63.23	\$65.12	
EMP+FAM	\$83.77	\$102.98	\$105.05	
METLIFE	10.5%	10.5%	10.5%	Rate for 12 months
EO	\$20.00	\$31.19	\$32.12	2027 7% higher
EMP+I	\$46.07	\$67.70	\$69.73	than 26 and 2028
EMP+FAM	\$89.69	\$110.27	\$113.55	7% higher than 27
MUTUAL OF OMAHA	16.4%	16.4%	16.4%	
EO	\$21.07	\$32.86	\$33.84	
EMP+I	\$48.53	\$71.32	\$73.45	
EMP+FAM	\$94.48	\$116.16	\$119.61	



Questions & Answers



Vote



METTLIEE – DAVIS VISION

2026-29 Plan Renewal

September 9, 2025

2013 - 2025 LOSS RATIOS

Year	Subscribers	Members ¹	Premiums	# of Claims	Expenses	Loss Ratio
2025*	2,651	3,906	\$348,310	2,701	\$402,236	115.48%
2024	2,593	3,459	\$787,570	5,212	\$703,674	89.35%
2023	2,562	3,815	\$786,120	5,044	\$648,823	82.53%
2022	2,718	5,715	\$765,714	4,863	\$951,154	124.22%
2021	2,573	5,570	\$519,571	3,927	\$734,992	141.46%
2020	2,364	5,348	\$456,574	3,380	\$589,714	129.16%
2019	2,374	5,515	\$489,434	3,890	\$622,228	127.13%
2018	2,354	5,462	\$484,011	4,090	\$623,632	128.85%
2017	2,401	5,417	\$475,960	3,959	\$600,432	126.15%
2016	2,672	6,173	\$388,992	3,756	\$401,012	103.09%
2015	2,598	5,921	\$389,760	3,636	\$397,528	101.99%
2014	2,360	5,403	\$359,578	3,320	\$360,026	100.12%
2013	2,121	4,807	\$322,117	2,850	\$314,898	97.76%
Notes						
¹ Members = Employee, Spouse and All Covered Dependents *Data through May 2025						

CONFIDENTIAL

Dino X Chavez, MBA / NATIONAL MGA INSURANCE ALLIANCE, INC.

2026 Group Vision Plan Proposals Summary ¹

Effective - January 1, 2026	MettLife - Davis Vision ²	MettLife - Davis Vision ²	MettLife - Davis Vision ²	BCBSTX	BCBSTX ³	Eyemed	Eyemed ⁴
	Low Plan	High Plan	ALTERNATE	Low Plan	High Plan	Low Plan	High Plan
In-Network Benefits							
Provider Network	Davis / Versant Health	Davis / Versant Health	Davis / Versant Health	Eyemed	Eyemed	Insight	Insight
Frequency							
Eye Exam	12 mo	12 mo	12 mo	12 mo	12 mo	12 mo	12 mo
Spectacle Lenses	12 mo	12 mo	12 mo	12 mo	12 mo	12 mo	12 mo
Frames	24 mo	12 mo	24 mo	24 mo	12 mo	24 mo	12 mo
Contact Lens Evaluation	12 mo	12 mo	12 mo	12 mo	12 mo	12 mo	12 mo
Contact Lenses (in lieu of glasses)	12 mo	12 mo	12 mo	12 mo	12 mo	12 mo	12 mo
Copyments							
Eye Exam	\$10	\$10	\$20	\$10	\$10	\$10	\$10
Spectacle Lenses	\$20	\$20	\$20	\$20	\$20	\$20	\$20
Byeglass Benefit - Frame							
Frame Co-Pay (Exclusive Collection) (in lieu of allowance)	\$0 / \$0 / \$25 Fashion/Designer/Premier (Value -\$100/ \$160/ \$195)	\$0 / \$0 / \$25 Fashion/Designer/Premier (Value -\$100/ \$160/ \$195)	\$0 / \$0 / \$25 Fashion/Designer/Premier (Value -\$100/ \$160/ \$195)	NA	NA	NA	NA
Frame Allowance (Retail)	Up to \$200 + 20% discount on any overage	Up to \$200 + 20% discount on any overage	Up to \$150 + 20% discount on any overage	Up to \$200 + 20% discount on any overage	Up to \$200 + 20% discount on any overage	Up to \$200 + 20% discount on any overage	Up to \$200 + 20% discount on any overage
Byeglass Benefit - Spectacle Lenses							
Clear plastic single-vision, lined bifocal, trifocal, lenticular, or oversized lenses	Covered	Covered	Covered	Covered	Covered	Covered	Covered
Gradient or Solid Tinting of Plastic Lenses	Covered	Covered	Covered	\$15	\$15	Covered	Covered
Scratch-Resistant Coating	Covered	Covered	Covered	\$15	\$15	\$15	\$15
Polycarbonate Lenses (adult/child)	Covered	Covered	Covered	\$40	\$40	Covered	Covered
Ultraviolet (UV) Coating	Covered	Covered	Covered	\$15	\$15	\$15	\$15
Anti-Reflective (AR) Coating (standard / premium / ultra)	Covered	Covered	Covered	\$45/ \$57/ \$68/ 20% disc	\$45/ \$57/ \$68/ 20% disc	\$45/ \$57/ \$68/ \$85	\$45/ \$57/ \$68/ \$85
Progressive Lenses (standard / premium / ultra)	Covered	Covered	Covered	\$20 / \$20 / \$20 / \$20/ \$85+20% discount (\$120 allowance)	\$20 / \$20 / \$20 / \$20/ \$85+20% discount (\$120 allowance)	\$20/ \$40/ \$50/ \$65/ \$140/ \$180	\$20/ \$40/ \$50/ \$65/ \$140/ \$180
High-Index Lenses (1.67 only)	\$55	\$55	\$55	NA	NA	20% discount	20% discount
Polarized Lenses	Covered	Covered	Covered	20% discount	20% discount	20% discount	20% discount
Plastic Photochromic Lenses (Transitions)	\$65	\$65	\$65	\$75	\$75	\$75	\$75
Scratch Protection Plan (single vision / multifocal lens)	\$20 / \$40	\$20 / \$40	\$20 / \$40	NA	NA	20% discount	20% discount
Accidental Breakage Warranty	Frames & Lenses - 1 year (all DV Exclusive Collection frames and lenses made at DV laboratories)	Frames & Lenses - 1 year (all DV Exclusive Collection frames and lenses made at DV laboratories)	Frames & Lenses - 1 year (all DV Exclusive Collection frames and lenses made at DV laboratories)	NA	NA	NA	NA

Effective - January 1, 2026	MettLife - Davis Vision ²	MettLife - Davis Vision ²	MettLife - Davis Vision ²	BCBSTX	BCBSTX ³	Eyemed	Eyemed ⁴		
	Low Plan	High Plan	ALTERNATE	Low Plan	High Plan	Low Plan	High Plan		
Contract Lens Benefit (in lieu of eyeglasses)									
Evaluation, Fitting, & Follow-Up Care Co-Pay (Davis Collection)	\$20 co-pay, Materials Covered in Full	\$20 co-pay, Materials Covered in Full	\$20 co-pay, Materials Covered in Full	NA	NA	NA	NA		
Materials Allowance (Disposable or Non Disposable (Davis Collection) (in lieu of allowance)	Covered in Full 4 boxes disposable, or 2 boxes non-disposable	Covered in Full 4 boxes disposable, or 2 boxes non-disposable	Covered in Full 4 boxes disposable, or 2 boxes non-disposable	NA	NA	NA	NA		
Evaluation, Fitting, & Follow-Up Care Co-Pay / Allowance (Non-Collection)	\$20 co-pay; \$60 allowance + 15% discount on any overage	\$20 co-pay; \$60 allowance + 15% discount on any overage	\$20 co-pay; \$60 allowance + 15% discount on any overage	Up to \$40 (std), 10% off premium	Up to \$40 (std), 10% off premium	\$40 co-pay (standard), 10% discount (premium)	\$40 co-pay (standard), 10% discount (premium)		
Materials Allowance (Non-Collection)	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage		
Visually Required (with prior approval) Materials, Evaluation, Fitting, & Follow-Up Care	\$20 co-pay, Materials Covered in Full	\$20 co-pay, Materials Covered in Full	\$20 co-pay, Materials Covered in Full	Covered	Covered	Covered	Covered		
Additional Savings									
Retinal Imaging (member charge)	\$39	\$39	\$39	\$39	\$39	\$39	\$39		
Additional Pairs of Eyeglasses	30% discount	30% discount	30% discount	40% discount	40% discount	40% discount	40% discount		
Laser Surgery	Up to 50% discount	Up to 50% discount	Up to 50% discount	15% off USL Network / 5% off promotion	15% off USL Network / 5% off promotion	15% off USL Network / 5% off promotion	15% off USL Network / 5% off promotion		
Out-of-Network Reimbursements (up to)									
Eye Exam	\$45	\$45	\$45	\$45	\$45	\$40	\$40		
Frame	\$50	\$50	\$50	\$50	\$50	\$100	\$100		
Single Vision Lenses	\$40	\$40	\$40	\$40	\$40	\$30	\$30		
Bifocal / Progressive Lenses	\$60	\$60	\$60	\$60	\$60	\$50	\$50		
Trifocal Lenses	\$80	\$80	\$80	\$80	\$80	\$70	\$70		
Lenticular Lenses	\$90	\$90	\$90	\$90	\$90	\$70	\$70		
Elective Contact Lenses	\$120	\$120	\$120	\$120	\$120	\$65	\$65		
Visually Required Contact Lenses	\$225	\$225	\$225	\$225	\$225	\$300	\$300		
Usage in Mexico Allowed	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
RATES	2022-2025	2026-2029	2022-2025	2026-2029	2026-2029	2026-2029	2026-2029		
Employee Only	\$11.76	\$13.52	\$18.94	\$22.96	\$11.76	\$14.58	\$25.76	\$15.78	\$25.40
Employee + One	\$22.19	\$25.52	\$35.75	\$43.33	\$22.19	\$27.52	\$48.62	\$29.78	\$47.94
Employee + Family	\$32.52	\$37.40	\$52.39	\$63.50	\$32.52	\$40.32	\$71.25	\$43.64	\$70.26
Rate Guarantee	4 years	4 years	4 years	4 years	4 years	2 years	4 years	4 years	

NOTES

¹ This summary is for comparison purposes only. Please refer to the schedule of benefits for complete descriptions. The carrier's proposal will supersede any discrepancy in benefits.

² All items in RED are changes from current plans.

² DAVIS VISION: Additional discounts not applicable at Glasses.com, 1-800 Contacts, Walmart, Sam's Club, or Costco

² DAVIS VISION (High Plan): Allows the selection of a one full set of glasses and one full set of contacts every benefit year; strictly one of each, no doubling.

³ BCBSTX (High Plan): Allows the selection of a one full set of glasses and one full set of contacts every benefit year; strictly one of each, no doubling.

⁴ EYEMED (High Plan): Allows the selection of a one full set of glasses and one full set of contacts every benefit year; strictly one of each, no doubling.

CONFIDENTIAL

Dino X Chavez, MBA / NATIONAL MGA INSURANCE ALLIANCE, INC.

Employee Benefits Committee Meeting

(October 2025)



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



***Employee Benefits Committee
Meeting Agenda***

10/8/2025

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of September 9, 2025 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. Wellness Screenings Update – Rosanna Shelton
 - 2. Open Enrollment Update – Leti Martinez
 - 3. Update on Board Insurance Meeting
 - Request for CSP, pending Board approval
- F. Adjournment
- G. Announcements:

Effective - January 1, 2026	MetLife - Davis Vision ²	MetLife - Davis Vision ²	MetLife - Davis Vision ²	BCBSTX	BCBSTX ³	Eyemed	Eyemed ⁴
	Low Plan	High Plan	ALTERNATE	Low Plan	High Plan	Low Plan	High Plan
Contact Lens Benefit (in lieu of eyeglasses)							
Evaluation, Fitting, & Follow-Up Care Co-Pay (Davis Collection)	\$20 co-pay; Materials Covered in Full	\$20 co-pay; Materials Covered in Full	\$20 co-pay; Materials Covered in Full	NA	NA	NA	NA
Materials Allowance (Disposable or Non-Disposable (Davis Collection) (in lieu of allowance)	Covered in Full 4 boxes disposable, or 2 boxes non-disposable	Covered in Full 4 boxes disposable, or 2 boxes non-disposable	Covered in Full 4 boxes disposable, or 2 boxes non-disposable	NA	NA	NA	NA
Evaluation, Fitting, & Follow-Up Care Co-Pay / Allowance (Non-Collection)	\$20 co-pay; \$60 allowance + 15% discount on any overage	\$20 co-pay; \$60 allowance + 15% discount on any overage	\$20 co-pay; \$60 allowance + 15% discount on any overage	Up to \$40 (std); 10% off premium	Up to \$40 (std); 10% off premium	\$40 co-pay (standard); 10% discount (premium)	\$40 co-pay (standard); 10% discount (premium)
Materials Allowance (Non-Collection)	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage	Up to \$130 + 15% discount on any overage
Visually Required (with prior approval) Materials, Evaluation, Fitting, & Follow-Up Care	\$20 co-pay; Materials Covered in Full	\$20 co-pay; Materials Covered in Full	\$20 co-pay; Materials Covered in Full	Covered	Covered	Covered	Covered
Additional Savings							
Retinal Imaging (member charge)	\$39	\$39	\$39	\$39	\$39	\$39	\$39
Additional Pairs of Eyeglasses	30% discount	30% discount	30% discount	40% discount	40% discount	40% discount	40% discount
Lask Surgery	Up to 50% discount	Up to 50% discount	Up to 50% discount	15% off USL Network / 5% off promotion	15% off USL Network / 5% off promotion	15% off USL Network / 5% off promotion	15% off USL Network / 5% off promotion
Out-of-Network Reimbursements (up to)							
Eye Exam	\$45	\$45	\$45	\$45	\$45	\$40	\$40
Frame	\$50	\$50	\$50	\$50	\$50	\$100	\$100
Single Vision Lenses	\$40	\$40	\$40	\$40	\$40	\$30	\$30
Bifocal / Progressive Lenses	\$60	\$60	\$60	\$60	\$60	\$50	\$50
Tritocal Lenses	\$80	\$80	\$80	\$80	\$80	\$70	\$70
Lenticular Lenses	\$90	\$90	\$90	\$90	\$90	\$70	\$70
Elective Contact Lenses	\$120	\$120	\$120	\$120	\$120	\$65	\$65
Visually Required Contact Lenses	\$225	\$225	\$225	\$225	\$225	\$300	\$300
Usage in Mexico Allowed	Yes	Yes	Yes	Yes	Yes	Yes	Yes
RATES	2022-2025	2026-2029	2022-2025	2026-2029	2026-2029	2026-2029	2026-2029
Employee Only	\$11.76	\$13.52	\$18.94	\$22.96	\$11.76	\$14.58	\$25.76
Employee + One	\$22.19	\$25.52	\$35.75	\$43.33	\$22.19	\$27.52	\$48.62
Employee + Family	\$32.52	\$37.40	\$52.39	\$63.50	\$32.52	\$40.32	\$71.25
Rate Guarantee	4 years	4 years	4 years	4 years	4 years	2 years	4 years

NOTES

¹ This summary is for comparison purposes only. Please refer to the schedule of benefits for complete descriptions. The carrier's proposal will supercede any discrepancy in benefits.

² All items in RED are changes from current plans.

³ DAVIS VISION: Additional discounts not applicable at Glasses.com, 1-800 Contacts, Walmart, Sam's Club, or Costco

⁴ DAVIS VISION (High Plan): Allows the selection of a one full set of glasses and one full set of contacts every benefit year; strictly one of each, no doubling.

⁵ BCBSTX (High Plan): Allows the selection of a one full set of glasses and one full set of contacts every benefit year; strictly one of each, no doubling.

⁶ EYEMED (High Plan): Allows the selection of a one full set of glasses and one full set of contacts every benefit year; strictly one of each, no doubling.

CONFIDENTIAL

Dino X Chavez, MBA / NATIONAL MGA INSURANCE ALLIANCE, INC.

Employee Benefits Committee Meeting

(October 2025)



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



Employee Benefits Committee Meeting Agenda

10/8/2025

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of September 9, 2025 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. Wellness Screenings Update – Rosanna Shelton
 - 2. Open Enrollment Update – Leti Martinez
 - 3. Update on Board Insurance Meeting
 - Request for CSP, pending Board approval
- F. Adjournment
- G. Announcements:

EBC Members 2025-2026

Sign-In Sheet

Date: 10/08/2025

High Schools					
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature	
Hanna High School	Elizabeth Hernandez	elhernandez@bisd.us	113158		
Porter High School	Cristina Garzoria	cgarzoria@bisd.us	✓ 62863		
Pace High School	Alma Reyna	adreyana@bisd.us	✓ 101451		
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	✓ 143464		
Lopez High School	Virginia Ramirez	vramirez@bisd.us	✓ 213829		
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	✓ 351702		
BAC	Eleazar Castro	ecastro2@bisd.us	✓ 349179		
BECHS	Harold Emerson	hemerson@bisd.us	✓ 240494		
Lincoln Park	Nora Ontiveros-Hinojosa	nzontiveros-hinojosa@bisd.us	✓ 43095		

8

17

Completed
11/1/25

Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	✓ 111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC Chair	tonymeza@bisd.us	✓ 56278	
Garcia Middle School				
Lucio Middle School	Gabriela O. Maldonado	gomaldonado@bisd.us	142638	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	✓ 56979	
Oliveira Middle School	Ismael Barron	ibarronjr@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nanelson@bisd.us	✓ 160113	
Stillman Middle School	Claudia Borrego	cborrego@bisd.us	✓ 106917	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Deborah Anzaldúa	dianzaldua@bisd.us	✓ 47619	Deborah Anzaldúa
Breeden Elementary	Alicia Garcia	adelosreyes@bisd.us	✓ 172936	Alicia Garcia
Brite Elementary	Denise Longoria	dlongoria@bisd.us	✓ 207063	Denise Longoria
Burns Elementary	B Becker/M Garza/P Puente	bbecker@bisd.us	✓ 243825/224294/246476	B Becker/M Garza/P Puente
Candales Elementary	Sugey Martinez	smmartinez@bisd.us	✓ 352819	Sugey Martinez
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Esmerlada Garcia-Barajas	egarcia-barajas@bisd.us	353699	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	✓ 161896	Larissa Ezequiel
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	✓ 203696	Alejandro Alaniz
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	✓ 49107	Michelle Cortez
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	✓ 34355	Arnulfo Castillo
Gonzalez Elementary	Cristobal Cisneros	circisneros@bisd.us	✓ 212253	Cristobal Cisneros
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	✓ 249882	Rosemarie Hinojosa
Judge R. Garza at Southmost	Troy Whittemore	twhittemore@bisd.us	✓ 52604	Troy Whittemore
Keller Elementary	Alvino Olivera	aiolivera@bisd.us	✓ 63029	Alvino Olivera
Martin Elementary	Amanda Rodriguez	arodriguez@bisd.us	✓ 352845	Amanda Rodriguez
Ortiz Elementary	Adriana Garcia	agarcia7@bisd.us	✓ 253006	Adriana Garcia
Palm Grove Elementary				
Paredes Elementary	Priscilla Alanis	pgalanis@bisd.us	203688	
Pena Elementary	Aida Mancias	amancias@bisd.us	✓ 62367	Aida Mancias
Perez Elementary	Celina Garza	cegarza@bisd.us	216011	

Pullam Elementary	Michael Moreno	mmoreno@bisd.us		70068	
Putegnol Elementary	Michele Guerrero	miguerrero	✓	163686	Michael
Russell Elementary	Fidencio L. Zavala	fizavala@bisd.us	✓	56839	
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	✓	46175	
Skinner Elementary	Celia Saiz-Broussard	csaiz-broussard@bisd.us	✓	212911	
Vermillion Elementary	Delia Aldape	daldape@bisd.us		244074	
Villa Nueva Elementary					
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	✓	168645	C Saldivar

6

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola Serrata/Yarim Enriquez	myespidola@bisd.us ; yenriquez@bisd.us	✓ 130699/356890	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	✓ 176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	✓ 19615	
Curriculum & Instruction	Fred J. Tamez	fitamez@bisd.us	159719	
Deputy Supt. / Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services	Delia Ortega-Montemayor	domontemayor@bisd.us	✓ 352085	
Health Services	Shirley Blanco	siblanco@bisd.us	✓ 225606	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	nlgarcia@bisd.us	✓ 234826	
Migrant Dept/Parent & Family	Yesenia Longoria	yiongoria@bisd.us	✓ 350772	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	✓ 73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Jaime Estrada	joestrada@bisd.us	356897	
Purchasing	Mayra Castaneda/Delia Rodriguez	mayra@bisd.us ; dnrodriguez@bisd.us	✓ 218987/136344	
Safety	Corpus Zorola	czorola@bisd.us	✓ 89168	
Special Services	Roberto Cano Jr.	rircano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	✓ 13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	✓ 137235	

12 x 13

**Employee Benefits Committee Meeting Minutes
October 8, 2025**

- A. Call to Order
- B. Roll Call
- C. Old Business
- D. New Business

Call to Order

Dr. Nellie Cantu welcomed everyone warmly and thanked the Employee Benefits Committee members for their active participation. Chairman Tony Meza officially called the meeting to order at 4:01 PM and sought approval for the minutes from the previous meeting held on September 9, 2025. The motion was made by Deborah Anzaldua, Benavides Elementary Representative and supported by Cristina Garzoria Porter High School Representative.

Old Business

Dr. Nellie Cantu expressed gratitude to all EBC committee members and emphasized the importance of their work. She also thanked the EBC subcommittee members for their attendance.

New Business

Introductions

Dr. Nellie Cantu introduced Dr. Jesus Chavez, the Superintendent of the Brownsville Independent School District (BISD). Dr. Jesus Chavez expressed deep gratitude to the EBC members for their exceptional service and dedication to the district and the committee. He recognized the significant time and effort they invest, emphasizing the positive impact of their contributions in the school district.

Board Approval Updates

Dr. Nellie Cantu informed committee members that the board approved (October 7, 2025) the following recommendations:

- GLP 1: Will now have a 30% co-pay.
- Plan A Employee Only Plan (the plan with the largest enrollment) had a \$2.25 monthly increase in premium.

Communication will be sent to all employees to allow flexibility in making changes, keeping current plans, or enrolling if needed.

Appreciation

Dr. Nellie Cantu thanked the EBC members for their time, collaboration, and involvement. She acknowledged Leti Martinez from Salazar Insurance for her ongoing support and engagement. Dr. Nellie Cantu also requested that members refer any employees with insurance questions to the Employee Benefits Department.

Procurement Process

Dr. Nellie Cantu explained that the procurement process will begin in accordance with Texas regulations. Whenever the district seeks new plans, it must solicit proposals. Notices will be sent to insurance companies, and any insurance company may submit a bid. However, BISD will set specific criteria for what will be included in the employee insurance package. The district's Procurement Department will help oversee the procurement process and has provided the following tentative timeline:

- April: Begin the bidding process.
- August: Complete the review (150-day requirement).
- January 27, 2026: Possible implementation of a new plan after the current three-year contract ends.

The new plan will be presented to EBC members in August 2026 for review, revisions, and consideration of available options. The current insurance plan will remain in effect for one more year.

Questions & Clarifications

Dr. Nellie Cantu addressed inquiries from EBC members and clarified that only premiums are changing; the deductibles and plans will remain the same. An email detailing these changes will be sent out this week.

Wellness Program

Dr. Nellie Cantu introduced Rosanna Shelton from U Matter, who provided updates on wellness screenings. Employees who participate will receive their results the following day.

Pharmacy Updates

Dr. Nellie Cantu welcomed Mrs. Leti from Salazar Insurance, who presented updates on International Pharmacy and addressed inquiries from the members. Dr. Nellie Cantu also shared updated information from Stephanie Roberts of Araya Pharmaceuticals, which was provided to the BISD Cabinet and Board of Trustees, and answered related inquiries.

Plan Review

Dr. Nellie Cantu reviewed the Medical Premium Plan in detail and informed attendees that the presentation is available in the BISD board book for the Special Called Board Meeting (October 7, 2025). She also addressed questions regarding dental and vision plans, confirming that these will be resent for review.

Adjournment

The meeting was adjourned at 5:05 PM by representatives Suguey Martinez, Canales Elementary and Michelle Cortez, Gallegos Elementary.

Employee Benefits Committee Meeting

(November 2025)

Karina Guerrero

From: Karina Guerrero
Sent: Monday, November 3, 2025 8:38 AM
To: Rayna L. Estrada; Abelardo Aguirre Jr; Adriana Garcia; Aida Mancias; Alejandro Alaniz; Alexis L. Lopez; Alicia De Los Reyes; Alma D. Reyna; Alvino Olvera Jr.; Amanda J. Rodriguez; Arnulfo Castillo; Barbie Becker; Bertha B. Martinez; Candice Saldivar; Celia Saiz-Broussard; Celina Garza; Cesar Maldonado; Claudia Borrego; Claudia I. Ramirez; Consuelo Gavito; Corpus Zorola; Cristina Garzoria; Cristobal Cisneros Jr; Deborah J. Anzaldua; Delia Aldape; Delia N. Rodriguez; Delia Ortega-Montemayor; Denise Longoria; Dora Ortiz; Eleazar Castro; Elizabeth Hernandez; Emiliano Camarillo; Esmeralda Garcia-Barajas; Evelyn Cantu; Fidencio L. Zavala; Fred J. Tamez; Gabriela O. Maldonado; Harold Emerson; Heber Olguin; Ismael Barron Jr; Jaime O. Estrada; Jesus Pecina; Joanna L. Villarreal; John Clark; John J. Belleville; Larissa A. Ezequiel; Mandy L. Martinez; Maria G. Garza; Maria L. Esparza; Maribel San Miguel; Marisa Y. Espindola; Mayra Castaneda; Melissa I. Maldonado; Michael D. Moreno; Michele R. Guerrero; Michelle Cortez; Minerva Almanza; Monica M. Rosales; Nora Z. Ontiveros-Hinojosa; Norma A. Nelson; Norma J. Garcia; Octavio Garcia; Patricia M. Longoria; Patricia Perez; Perla Puente; Priscilla G. Alanis; Roberto Cano Jr.; Rosemarie Hinojosa; Shirley J. Blanco; Suguey M. Martinez; Troy T. Whittemore; Virginia Ramirez; Yarim Enriquez; Yesenia Longoria
Cc: Dr. Nereida Cantu; Tony Meza
Subject: November EBC Meeting - Cancelled

Good morning EBC Members,

The EBC meeting originally scheduled for Wednesday, November 5, 2025, has been cancelled. As there are no agenda items requiring our attention at this time, we will not need to meet this month.

Thank you for your ongoing commitment to our committee and for your continued support of our employees' benefits. Wishing everyone a safe, restful and Happy Thanksgiving. See everyone next month.

Respectfully,
Karina Guerrero, Administrative Assistant
Employee Benefits/Risk Management Department
1900 E. Price Road, Suite 212
Brownsville, Texas 78521
(O) 956-548-8061 kguerrero@bisd.us

This email and any files transmitted with it are the property of the Brownsville Independent School District, are confidential, and are intended solely for the use of the individual or entity to whom this email is addressed. If you are not one of the named recipient(s) or otherwise have reason to believe that you have received this message in error, please notify the sender and delete this message immediately from your computer. Any other use, retention, dissemination, forwarding, printing, or copying of this email is strictly prohibited.

BISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities.

Employee Benefits Committee Meeting

(December 2025)



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



Employee Benefits Committee Meeting Agenda

12/3/2025

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of October 8, 2025 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. Introduction of New Director – Corpus Zorola
 - 2. One Pass Select updates
 - 3. Open Enrollment update
 - 4. 2026 Pharmacy Changes
- F. Announcements:

EBC Members 2025-2026

Sign-In Sheet

Date: 12/03/2025

High Schools					
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature	
Hanna High School	Elizabeth Hernandez	elhernandez@bisd.us	113158		
Porter High School	Cristina Garzoria	cgarzoria@bisd.us	62863		
Pace High School	Alma Reyna	adrevna@bisd.us	101451		
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	143464		
Lopez High School	Virginia Ramirez	vramirez@bisd.us	213829		
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	351702		
BAC	Eleazar Castro	ecastro2@bisd.us	349179		
BECHS	Harold Emerson	hemerson@bisd.us	240494		
Lincoln Park	Nora Ontiveros-Hinojosa	nzontiveros-hinojosa@bisd.us	43095		

Completed
12/11/25

Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	✓ 111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC Chair	tonymeza@bisd.us	✓ 56278	
Garcia Middle School				
Lucio Middle School	Gabriela O. Maldonado	gomaldonado@bisd.us	142638	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	✓ 56979	
Oliveira Middle School	Ismael Barron	ibarronir@bisd.us	✓ 199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nanelson@bisd.us	✓ 160113	
Stillman Middle School	Claudia Borrego	cborrego@bisd.us	✓ 106917	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	✓ 133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Deborah Anzaldua	dianzaldua@bisd.us	✓ 47619	
Breeden Elementary	Alicia Garcia	adelosreyes@bisd.us	✓ 172936	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	✓ 207063	
Burns Elementary	B Becker/M Garza/P Puente	bbecker@bisd.us	243825/224294/246476	
Canales Elementary	Sugey Martinez	smmartinez@bisd.us	352819	
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Esmerlada Garcia-Barajas	egarcia-barajas@bisd.us	✓ 353699	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	✓ 161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	✓ 203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	✓ 49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	✓ 34355	
Gonzalez Elementary	Cristobal Cisneros	circisneros@bisd.us	✓ 212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	✓ 249882	
Judge R. Garza at Southmost	Troy Whittemore	ttwhittemore@bisd.us	✓ 52604	
Keller Elementary	Alvino Olvera	aiovera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	✓ 352845	
Ortiz Elementary	Adriana Garcia	agarcia7@bisd.us	✓ 253006	
Palm Grove Elementary				
Paredes Elementary	Priscilla Alanis	pgalanis@bisd.us	203688	
Pena Elementary	Aida Mancias	amancias@bisd.us	✓ 62367	
Perez Elementary	Celina Garza	cegarza@bisd.us	✓ 216011	

Pullam Elementary	Michael Moreno	mmoreno@bisd.us	✓	70068	<i>M. Moreno</i>
Putegnat Elementary	Michele Guerrero	mrguerrero	✓	163686	<i>M. Guerrero</i>
Russell Elementary	Fidencio L. Zavala	fizavala@bisd.us	✓	56839	<i>F. Zavala</i>
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	✓	46175	<i>C. Gavito</i>
Skinner Elementary	Celia Saiz-Broussard	csaiz-broussard@bisd.us	✓	212911	<i>C. Saiz-Broussard</i>
Vermillion Elementary	Delia Aldape	daldape@bisd.us	✓	244074	<i>M. Aldape</i>
Villa Nueva Elementary	<i>Raiza Estrada</i>	<i>restada@bisd.us</i>	✓	<i>166515</i>	<i>Raiza Estrada</i>
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	✓	168645	<i>Candice Saldivar</i>

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola Serrata/Yarim Enriquez	myespidola@bisd.us ; venriquez@bisd.us	✓ 130699/356890	
Assessment/Research/Eva.	Joanna Villarreal Hecho De Lea	joannav@bisd.us	✓ 176184 223441	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	✓ 19615	
Curriculum & Instruction	Fred J. Tamez	ftamez@bisd.us	159719	
Deputy Supt. / Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services	Delia Ortega-Montemayor	domontemayor@bisd.us	✓ 352085	
Health Services	Shirley Blanco	sblanco@bisd.us	225606	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	✓ 233781	
Maintenance	Norma J. Garcia	ngarcia@bisd.us	✓ 234826	
Migrant Dept/Parent & Family	Yesenia Longoria	ylongoria@bisd.us	✓ 350772	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	✓ 73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Jaime Estrada	jestrada@bisd.us	356897	
Purchasing Procurement	Mayra Castaneda/Delia Rodriguez	mayra@bisd.us ; dnrodriguez@bisd.us	✓ 218987/136344	
Safety	Corpus Zorola	czorola@bisd.us	89168	
Special Services	Roberto Cano Jr.	rircano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	✓ 17094	
Transportation	Heber Olguin	holguin@bisd.us	✓ 13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	✓ 137235	

**BISD Employee Benefits Committee Meeting Minutes
December 3, 2025**

- A. Call to Order**
- B. Roll Call**
- C. Old Business**
- D. New Business**

Call to Order

Dr. Nellie Cantu welcomed all attendees and thanked the Employee Benefits Committee (EBC) members for their continued commitment. Chairman Tony Meza officially called the meeting to order at 4:02 PM.

A motion was made by Deborah Anzaldua, Benavidez Elementary representative and seconded by Arnulfo Castillo, Garden Park Elementary representative. The minutes were approved as presented.

Old Business

Dr. Nellie Cantu expressed her gratitude to all EBC committee members, emphasizing the importance of their work in supporting district employees. She also thanked the EBC subcommittee members for their ongoing participation and contributions.

New Business

Introduction

Dr. Nellie Cantu welcomed BISD Board Member Mrs. Jessica Gonzalez and thanked her for her ongoing support of the Employee Benefits Department and all BISD initiatives.

Dr. Nellie Cantu introduced Mr. Corpus Zorola, Director of the Employee Benefits Department, highlighting his extensive service across several departments, including Procurement, Safety, and other leadership roles within the district.

Dr. Nellie Cantu affirmed her commitment to supporting and attending EBC committee meetings, emphasizing the department's importance.

Updates

Dr. Nellie Cantu provided an update regarding BISD Board approval to continue with United Health for year three of the existing contract. As a result, there will be no changes to the plan for 2026, and BISD will maintain coverage with United Health through the contract's completion.

Dr. Nellie Cantu shared that in April, the BISD Board approved proceeding with the Competitive Sealed Proposal (CSP) process. The Procurement Department, under Mrs. Rosie Peña, will develop specifications and oversee the procurement process.

EBC members were informed that their input will be essential in the decision-making process, and they will be encouraged to communicate updates to their respective campuses and departments. Employee surveys will be distributed to gather feedback.

Dr. Nellie Cantu emphasized that BISD currently offers one of the most comprehensive and competitive benefits plans in the region. However, the School Board is open to considering a better plan if one is identified and invites committee input on available options.

Dr. Nellie Cantu provided an overview of the procurement process, stating BISD will set clear criteria for the employee insurance package. The Procurement Department will oversee and ensure all bids are sealed, with a published opening date for vendors.

The EBC committee will review the top proposals and vendors will present their plans to both the committee and the School Board if they wish. The EBC will then make a recommendation, with the School Board granting final approval.

Tentative Procurement Timeline

- April: Begin the bidding process
- August: Bid review process completed (150-day requirement)
- January 27, 2026: Possible implementation of a new plan following the conclusion of the current three-year contract
- In August 2026, EBC members will review, revise, and consider available options for the new plan.

The current insurance plan will remain active for one additional year.

Additional Information

Dr. Nellie Cantu concluded her remarks by once again welcoming Mr. Corpus Zorola and addressing questions from committee members.

Mr. Corpus Zorola provided an overview of his professional background and role within the Employee Benefits Department and introduced Mrs. Leti Martinez from Salazar Insurance Group.

Mrs. Leti Martinez informed the committee that insurance enrollment for 2026 is officially closed. Beginning January 1, 2026, Delta Dental Insurance will be the dental provider. Delta will not provide insurance ID cards, as all information will be accessible online. Major dental offices have been notified of the changes.

Mrs. Leti Martinez also reminded the committee of Salazar Insurance's holiday hours and addressed questions about pharmacies.

Dr. Nellie Cantu thanked and acknowledged Mrs. Leti Martinez, Diana Morales, and Mr. Joe Salazar of Salazar Insurance Group for their ongoing dedication to BISD employees.

Adjournment

Chairman Tony Meza wished everyone a happy holiday season and expressed anticipation for reconvening in January.

The meeting was adjourned at 4:29 p.m., following a motion by the Eleazar Castro, BAC Representative and a second by Arnulfo Castillo, Garden Park Representative.

Employee Benefits Committee Meeting

(January 2026)



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



***Employee Benefits Committee
Meeting Agenda***

01/14/2026

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of December 03, 2025 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. Check Stub Deductions – Leti Martinez
 - 2. GLP1 30% - Leti Martinez
 - 3. Delta Dental update – Leti Martinez
 - 4. Wellness Credit 3rd year – Corpus Zorola
- F. Announcements:

**EBC Members
2025-2026**

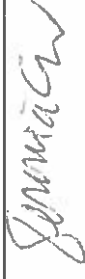
Sign-In Sheet

Date: 01/14/2026

High Schools				
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Hanna High School	Elizabeth Hernandez	elhernandez@bisd.us	113158	
Porter High School				
Pace High School	Alma Reyna	adreyana@bisd.us	101451	
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	143464	
Lopez High School	Virginia Ramirez	vramirez@bisd.us	213829	
Veterans Memorial High School	Alexis Longoria-Lopez	alopez@bisd.us	351702	
BAC	Eleazar Castro	ecastro2@bisd.us	349179	
BECHS	Harold Emerson	hemerson@bisd.us	240494	
Lincoln Park	Nora Ontiveros-Hinojosa	nontiveros-hinojosa@bisd.us	40095	

Veronica-Cm2

19976



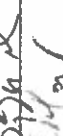
(1)

done 1/14/26

Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC Chair	tonymeza@bisd.us	✓ 56278	
Garcia Middle School				
Lucio Middle School	Gabriela O. Maldonado	gomaldonado@bisd.us	✓ 142638	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	✓ 56979	
Oliveira Middle School	Ismael Barron	ibarronir@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nnelson@bisd.us	✓ 160113	
Stillman Middle School	Claudia Borrego	cborrego@bisd.us	106917	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	✓ 133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Deborah Anzaldua	dianzaldua@bisd.us	✓ 47619	
Breeden Elementary	Alicia Garcia	adelosreyes@bisd.us	✓ 172936	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	✓ 207063	
Burns Elementary	B Becker/M Garza/P Puente	bbecker@bisd.us	243825/224294/246476	
Canales Elementary	Sugey Martinez	mmmartinez@bisd.us	✓ 1535352819	
Champion Elementary	John Belleville	jbelleville@bisd.us	✓ 228095	
Cromack-Castaneda Elem.	Esmerlada Garcia-Barajas	egarcia-barajas@bisd.us	✓ 353699	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	✓ 161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	✓ 203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	✓ 49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	✓ 34355	
Gonzalez Elementary	Cristobal Cisneros	circisneros@bisd.us	✓ 212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	✓ 249882	
Judge R. Garza at Southmost	Troy Whittemore	twhittemore@bisd.us	✓ 52604	
Keller Elementary	Alvino Olvera	aolvera@bisd.us	✓ 63029	
Martin Elementary	Amanda Rodriguez	alrodriguez@bisd.us	✓ 352845	
Ortiz Elementary	Adriana Garcia	agarcia7@bisd.us	✓ 253006	
Palm Grove Elementary				
Paredes Elementary	Priscilla Alanis	pgalanis@bisd.us	✓ 203688	
Pena Elementary	Aida Mancias	amancias@bisd.us	✓ 62367	

Perez Elementary	Celina Garza	cegarza@bisd.us	216011	
Pullam Elementary	Michael Moreno	mmoreno@bisd.us	70068	✓
Putegnol Elementary	Michele Guerrero	mguerrero	163686	✓
Russell Elementary	Fidencio L. Zavala	fizavala@bisd.us	56839	✓
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	46175	✓
Skinner Elementary	Celia Saiz-Broussard	csaiz-broussard@bisd.us	212911	✓
Vermillion Elementary	Delia Aldape	daldape@bisd.us	244074	✓
Villa Nueva Elementary	Rayna Estrada	rlestrada@bisd.us	166545	
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	168645	

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola Serrata/Yanin Enriquez	myespidola@bisd.us ; yenriquez@bisd.us	✓ 130699/356890	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Chief Operations	Dr. Nellie Cantu	drncantu@bisd.us	✓ 353527	
Curriculum & Instruction	Fred J. Tamez	fitamez@bisd.us	159719	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services				
Health Services	Shirley Blanco	sblanco@bisd.us	225606	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	✓ 194085	
Library/Media Services	Mandy Martinez	mmartinez@bisd.us	✓ 233781	
Maintenance	Norma J. Garcia	njgarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Yesenia Longoria	ylongoria@bisd.us	✓ 350772	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	✓ 73563	
Police/Security Services	Melissa Maldonado	mmaldonado@bisd.us	353148	
Pupil Services	Jaime Estrada	joestrada@bisd.us	356897	
Purchasing	Mayra Castaneda/Delia Rodriguez	mavra@bisd.us ; dnrodriguez@bisd.us	✓ 218987/136344	
Special Services	Roberto Cano Jr.	rircano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	✓ 17094	
Transportation	Heber Olguin	hologuin@bisd.us	✓ 13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	✓ 137235	

Youth Connection

Linda Montero

lmontero@bisd.us

✓ 201375

17

**Employee Benefits Committee Meeting Minutes
January 14, 2026**

- A. Call to Order**
- B. Roll Call**
- C. Old Business**
- D. New Business**

I. Call to Order

The meeting was called to order by Tony Meza, Chair. Employee Benefits Committee

Old Business

Approval of Previous Minutes

Chairman Tony Meza welcomed all Employee Benefit Committee Members (EBC) and asked for approval of the minutes.

- Approval of minutes: Troy Whittemore, Garza at Southmost Representative, Seconded by Arnulfo Castillo, Garden Park Representative

IV. New Business

- A. Presentation: Leti Martinez
- B. Open Enrollment
- C. Updates on GLP-1

Leti Martinez, Salazar Insurance Group, explained that changes to benefits went into effect January 1, 2026, and cannot be changed unless there is a qualifying event (e.g., marriage, divorce, birth/adoption, loss/gain of income, change in employment status, or change in dependents). Section 125 of the Internal Revenue Code allows employees to select certain benefits on a pre-tax basis, thereby reducing taxable income. Documentation is required for benefit changes.

An email will be sent to employees to verify that their benefit elections are correct. An instruction form will be provided.

Employees are asked to ensure their deductions are correct and to report any discrepancies. Salazar Insurance Group will also verify elections. Employees have year-round access to their files or can contact Salazar Insurance Group for assistance.

Leti Martinez answered inquiries from EBC employees.

D. Pharmacy Benefit Updates

Leti Martinez shared that a formal letter was sent to employees currently taking medications regarding copay adjustments. The letter was sent last month. She introduced the CLARA app, which employees can download to request prescription fills through the importation pharmacy if eligible. Leti Martinez demonstrated the process for downloading the app to EBC members. Leti Martinez answered inquiries from EBC members.

E. Delta Dental Benefits

Leti Martinez explained that employees with Delta Dental can enroll on the Delta Dental website, download cards, and check their information online.

Leti Martinez answered inquiries from EBC employees.

F. Wellness Department Funding

Corpus Zorola shared that the Wellness Department had contacted him regarding the allowance given to them by the wellness credit.

Previously used funds supported the running club and gym equipment. Corpus Zorola asked EBC members if they wanted to continue funding these items. He also inquired how many members used the gym and whether they were aware that the gym is accessible to spouses and children.

Corpus Zorola and Leti Martinez reported that last year, \$25,000 was allocated for wellness to improve employees' health.

- \$25,000 for the gym
- \$25,000 for the aquatic center
- \$25,000 for incentives
- \$25,000 for blood draws. It was shared that blood drives for 2026 will be taking place.

A motion was made to appropriate \$25,000 to the wellness center. The motion was made by Heber Olguin, Transportation Representative and seconded by Virginia Ramirez, Lopez HS. Representative - Motion carried.

Dr. Nellie Cantu shared that employees can access the gym using their employee badges.

G. Pharmacy Rebates

Corpus Zorola and Leti Martinez shared with EBC members that a \$862,866.15 check from Araya was received as a pharmacy rebate for the second quarter of 2025. A second check, estimated at \$890,238.03, was received in September for the first quarter of 2025. This information shares the amounts, timing, and purpose of the rebates received, ensuring transparency for both the committee and the district. Leti Martinez emphasized transparency in sharing rebate information from the pharmacy vendor, Araya, to EBC members and the school district.

Leti Martinez answered inquiries from the EBC members.

Chairman Tony Meza informed members that information regarding wellness hours had been communicated.

Gym hours are 8:00 AM to 6:00 PM. An employee badge is necessary (does not have to be magnetic). Personnel from the gym are always available for safety reasons.

V. Adjournment

A motion to adjourn was made by the Eleazar Castro, BAC Representative and seconded by Arnulfo Castillo, Garden Park Representative. The meeting adjourned at 4:27 PM.

HAPPY NEW YEAR



Your Benefits. Our Commitment.

Employee Benefits Committee



Tony Meza, Chair

**Approval of minutes
December 03, 2025
Roll Call
Old Business**



New Business (Martinez)

- Check Stub Deductions
- GLPI 30%
- Delta Dental Update

New Business (Zorola)

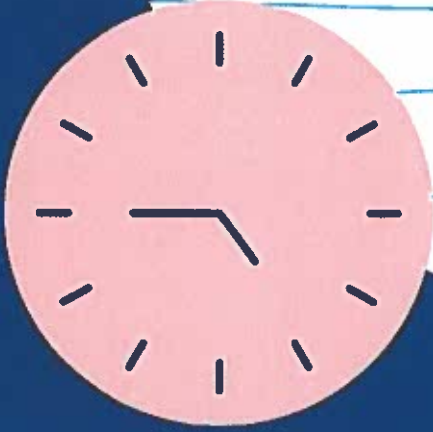
Wellness Credit 3rd Year
(25K)

Run Club
Gym Equipment
Yoga



Announcements

• Thank you!



Take this with you. Revisit anytime.

Missed something? Want to explore further?
Scan or click below to open this presentation.
Anytime, anywhere.

[View presentation](#)



Employee Benefits Committee Meeting

(February 2026)



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



Employee Benefits Committee Meeting Agenda

02/04/2026

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of January 14, 2026 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. Healthcare in the News – Corpus Zorola
 - 2. Insurance Terminology - Corpus Zorola
 - 3. Procurement Process – Delia Rodriguez
- F. Announcements:

EBC Members 2025-2026

Sign-In Sheet

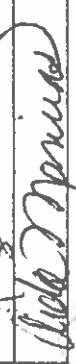
Date: 02/03/2026

High Schools					
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature	
Hanna High School	Elizabeth Hernandez	elhernandez@bisd.us	113158		
Porter High School					
Pace High School	Alma Reyna	adreyna@bisd.us	✓ 101451		
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	✓ 143464		
Lopez High School	Virginia Ramirez	vramirez@bisd.us	✓ 213829		
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	✓ 351702		
BAC	Eleazar Castro	ecastro2@bisd.us	✓ 349179		
BECHS	Harold Emerson	hemerson@bisd.us	✓ 240494		
Lincoln Park	Veronica Cruz	vcruz@bisd.us	19976		

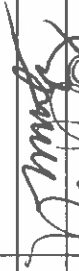
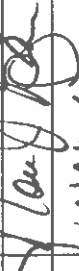
Handwritten notes: "Handwritten signature" and "10/11/2026"

Middle Schools				
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	✓ 111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC Chair	tonymeza@bisd.us	✓ 56278	
Garcia Middle School				
Lucio Middle School	Gabriela O. Maldonado	gomaldonado@bisd.us	✓ 142638	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	✓ 56979	
Oliveira Middle School	Ismael Barron	ibarronir@bisd.us	✓ 199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nnelson@bisd.us	✓ 160113	
Stillman Middle School	Claudia Borrego	cborrego@bisd.us	✓ 106917	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	✓ 133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Deborah Anzaldua	dianzalduea@bisd.us	✓ 47619	
Breeden Elementary	Alicia Garcia	adelosreyes@bisd.us	✓ 172936	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	✓ 207063	
Burns Elementary	B Becker/M Garza/P Puente	bbecker@bisd.us	243825/224294/246476	
Candales Elementary	Sugey Martinez	smmartinez@bisd.us	✓ 352819	
Champion Elementary	John Belleville	jbelleville@bisd.us	✓ 228095	
Cromack-Castaneda Elem.	Esmeralda Garcia-Barajas	egarcia_barajas@bisd.us	✓ 353699	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	✓ 161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	✓ 203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	✓ 49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	✓ 34355	
Gonzalez Elementary	Cristobal Cisneros	circisneros@bisd.us	✓ 212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	✓ 249882	
Judge R. Garza at Southmost	Troy Whittemore	ttrwhittemore@bisd.us	52604	
Keller Elementary	Alvino Olvera	aiolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	352845	
Ortiz Elementary	Adriana Garcia	agarcia7@bisd.us	✓ 253006	
Palm Grove Elementary				
Paredes Elementary	Priscilla Alaniz	pgalaniz@bisd.us	✓ 203688	
Pena Elementary	Aida Mancias	amancias@bisd.us	✓ 62367	

Perez Elementary	Celina Garza	cegarza@bisd.us	✓	216011	
Pullam Elementary	Michael Moreno	mmoreno@bisd.us	✓	70068	
Putegnat Elementary	Michele Guerrero	mrguerrero	✓	163686	
Russell Elementary	Fidencio L. Zavala	flzavala@bisd.us	✓	56839	
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	✓	46175	
Skinner Elementary	Celia Saiz-Broussard	csaiz-broussard@bisd.us	✓	212911	
Vermillion Elementary	Delia Aldape	daldape@bisd.us	✓	244074	
Villa Nueva Elementary	Rayna Estrada	restrada@bisd.us	✓	166545	
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	✓	168645	

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola Serrata/Yarim Enriquez	myespindola@bisd.us ; yenriquez@bisd.us	✓ 130699/356890	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Chief Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Curriculum & Instruction	Fred J. Tamez	ftamez@bisd.us	159719	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services				
Health Services	Shirley Blanco	sblanco@bisd.us	225606	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	✓ 233781	
Maintenance	Norma J. Garcia	ngarcia@bisd.us	✓ 234826	
Migrant Dept/Parent & Family	Yesenia Longoria	ylongoria@bisd.us	✓ 350772	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	✓ 73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Jaime Estrada	joestrada@bisd.us	356897	
Purchasing	Mayra Castaneda/Delia Rodriguez	mayra@bisd.us ; dmrodriguez@bisd.us	✓ 218987/136344	
Special Services	Roberto Cano Jr.	rjcano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	✓ 17094	
Transportation	Heber Olguin	holguin@bisd.us	✓ 13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	✓ 137235	
Youth Connection	Linda montero	lmontero@bisd.us	✓ 201325	

Employee Benefits Committee (EBC) Meeting Minutes

Date: February 3, 2026

Time: 4:03 PM – 4:45 PM

Location: CAB District Administration

A. Call to Order

B. Roll Call

C. Old Business

D. New Business

E. Adjournment

A. Call to Order

Abelardo Aguirre, Vice Chair called the meeting to order at 4:03 PM.

Claudia Borrego, Stillman Representative moved to approve the previous meeting minutes, and Arnulfo Castillo, Garden Park Representative seconded the motion.

B. Roll Call

Roll call was conducted, and a quorum was established.

C. Old Business

There was no old business to discuss.

D. New Business

Insurance Market and Cost Discussion

Mr. Corpus Zorola opened the discussion by sharing insights from a recent conversation with Salazar Insurance Group about rising health insurance costs. He also distributed a news clipping to the committee, highlighting current healthcare trends and factors influencing insurance expenses. Mr. Corpus Zorola explained how fluctuations in insurance costs affect the district, especially amid tightening budgets.

Overview of Self-Funded Insurance Plan

Mr. Corpus Zorola provided an overview of the district's self-insured fund plan and PPO structure. The committee viewed a video presentation explaining how self-insurance plans operate, including cost management through general assets.

Mr. Corpus Zorola noted that self-funded plans operate under the Employee Retirement Income Security Act (ERISA), allowing employers to customize plans within federal guidelines. The advantages discussed included:

- ❖ Greater cost control
- ❖ Direct access to claims data
- ❖ Ability to develop targeted employee wellness programs

Mr. Corpus Zorola also described the district's risk pool contribution, noting that approximately \$1,725 is maintained in a trust fund, while the district contributes \$630 per month. Mr. Corpus Zorola emphasized the district's practice of reviewing employee health data, such as diabetes trends, to better support employee health.

Procurement Process for Insurance

Mr. Corpus Zorola emphasized the importance of the procurement process in ensuring compliance, responsible budgeting, and transparency when selecting insurance services.

He then introduced the district's new Procurement Director, Delia Rodriguez.

Mrs. Rodriguez explained that at the School Board's request in October, the district initiated a solicitation process for medical insurance services. Mrs. Rodriguez noted that the Employee Benefits Committee participates in the process to help secure the best insurance value for employees and the district.

Mrs. Delia Rodriguez also addressed questions from EBC members and introduced Marisela Ayala, Senior Buyer, who will oversee the TPA procurement process. Mrs. Rodriguez explained that the Procurement Department maintains internal checks and balances to ensure process integrity.

Insurance Consultant Discussion

Leti Martinez of Salazar Insurance Group addressed EBC members' questions regarding the procurement process and insurance market considerations.

Mr. Corpus Zorola also responded to further inquiries regarding self-insurance and procurement procedures.

Administrative Updates

Dr. Nellie Cantu explained standard fees for Third-Party Administrators (TPA) and discussed certain disadvantages related to district costs. Dr. Cantu noted opportunities to negotiate fees and emphasized the vital role EBC members play in shaping the district's insurance plan.

Dr. Cantu answered additional questions from committee members.

Additional Updates

Mr. Corpus Zorola summarized the key points discussed and informed the committee that the Employee Benefits website would be updated with additional information.

Mr. Zorola also shared that the meeting packet included information on two emergency care facilities available to employees: Valley Regional Medical Center in Brownsville and Harlingen, each offering 26-hour emergency care services.

Dr. Nellie Cantu added that the district's insurance program is currently in a strong position, and the EBC's goal is to continue improving benefits while increasing members' understanding and capacity in insurance planning.

Tony Meza, Chairman also explained to new EBC members their role in the procurement process.

E. Adjournment

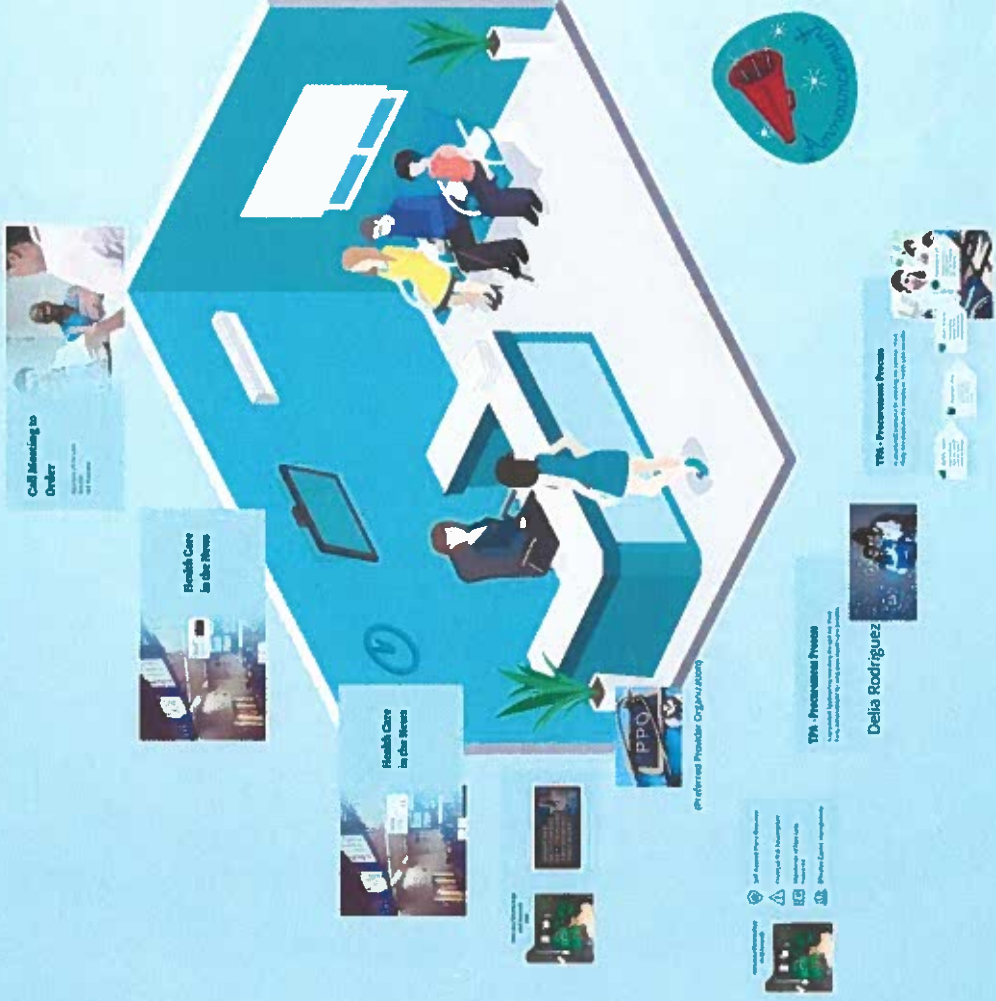
Eleazar Castro, BAC Representative, moved to adjourn the meeting, and Arnulfo Castillo, Garden Park Representative seconded the motion.

The meeting adjourned at 4:45 PM.



Employee Benefits Committee

February 2026



Call Meeting to Order

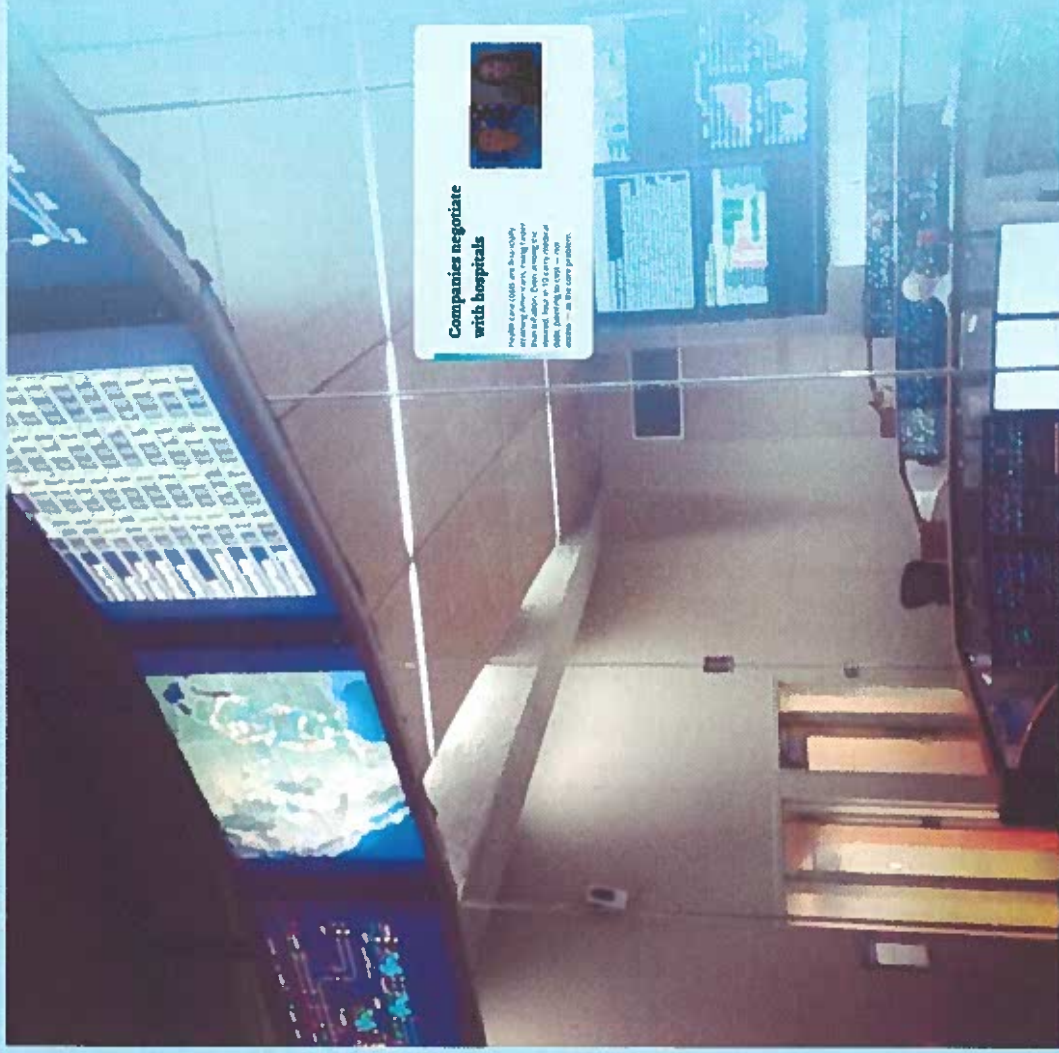
Approval of minutes
Roll Call
Old Business



Health Care in the News

Companies negotiate with hospitals

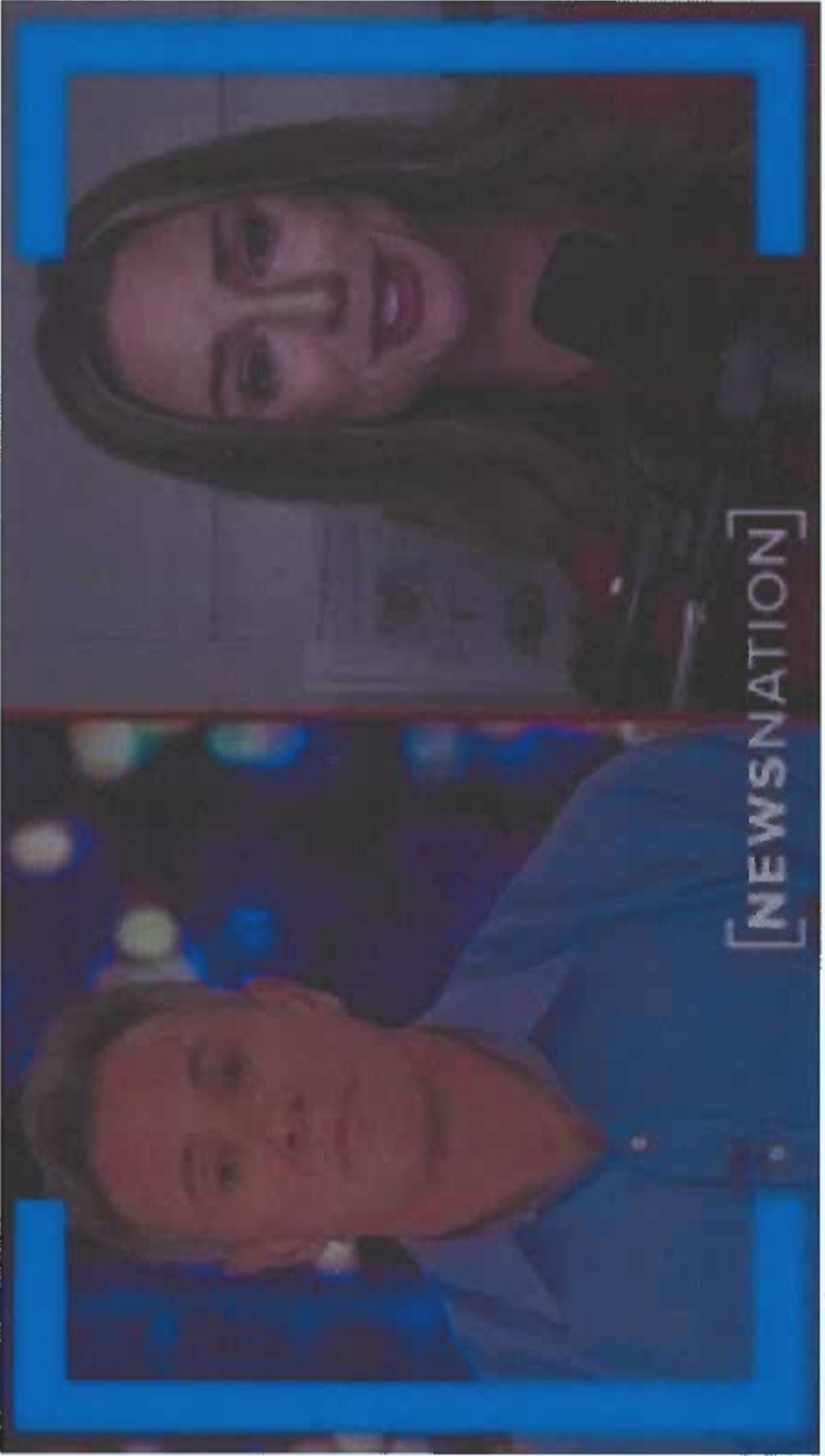
Health care costs are rising sharply, and many companies are trying to control them. Some are negotiating with hospitals to get lower rates. Others are trying to control costs by cutting back on services. Some are trying to control costs by cutting back on services. Some are trying to control costs by cutting back on services.



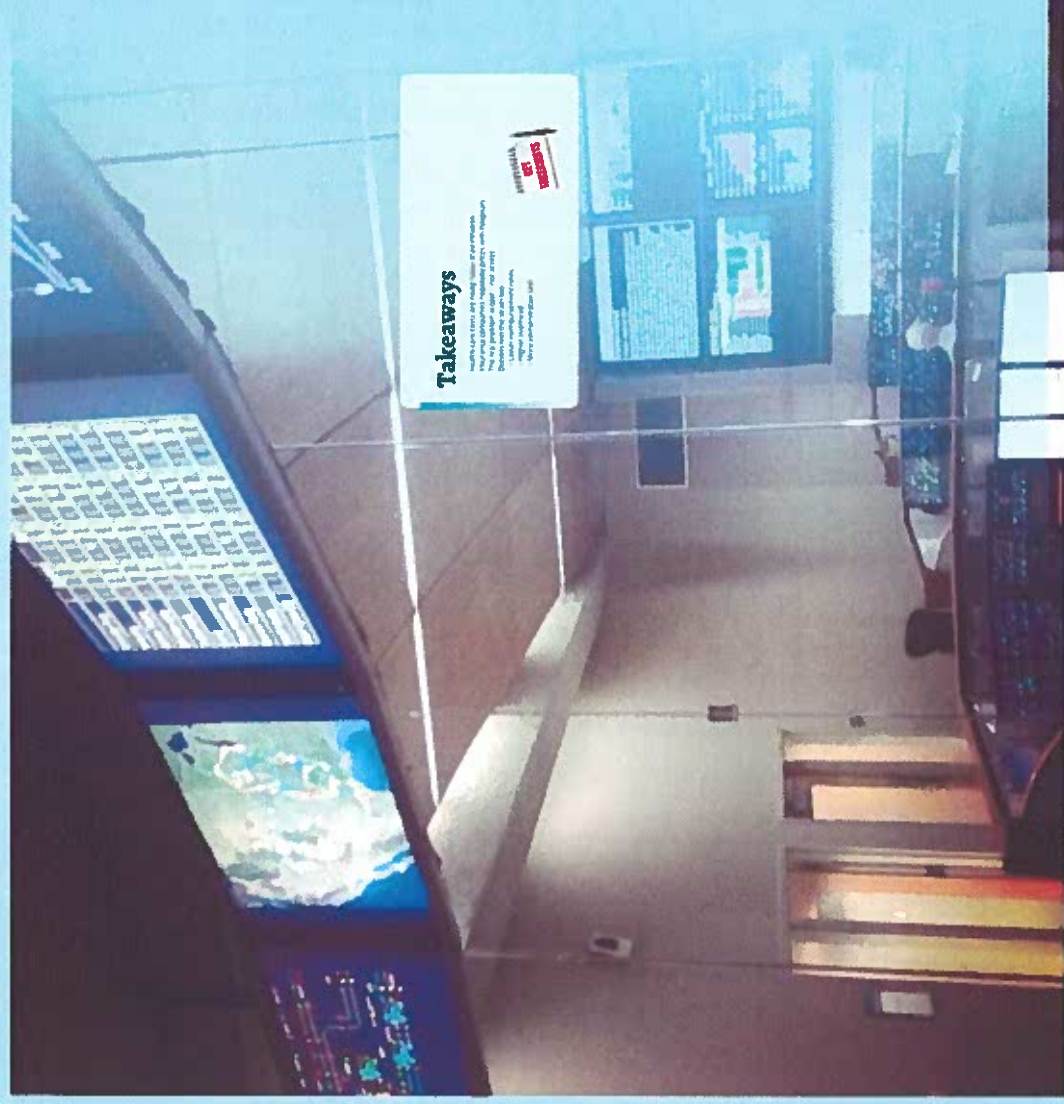
Companies negotiate with hospitals

Health care costs are financially straining Americans, rising faster than inflation. Even among the insured, four in 10 carry medical debt, pointing to cost — not access — as the core problem.





Health Care in the News



Takeaways

- Health-care costs are rising faster than inflation
- Insurance companies negotiate prices with hospitals
- The real problem is cost - not access
- Doctors feel the strain too
 - Lower reimbursement rates
 - Higher overhead
 - More administrative task



Insurance Terminology (Self-Insured)

PPO



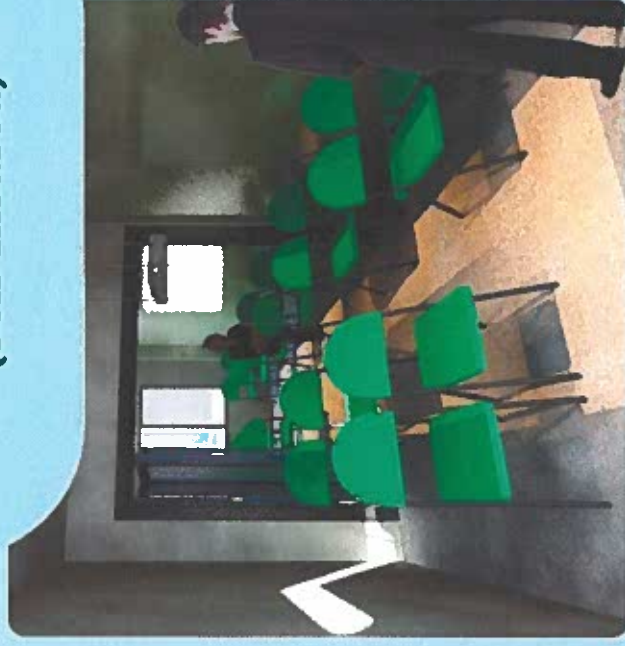
WHAT ARE SELF-FUNDED HEALTH PLANS AND HOW DO THEY WORK?





(Preferred Provider Organization)

Insurance Terminology (Self-Insured)



Self-Insured Plans Overview



Financial Risk Assumption



Importance of Stop-Loss
Insurance



Effective Claims Management

TPA - Procurement Process

A structured approach to selecting the optimal Third-Party Administrator for employee health care benefits.

Delia Rodriguez



TPA - Procurement Process

A structured approach to selecting the optimal Third-Party Administrator for employee health care benefits.



Identify Needs

Assess the specific health care needs of employees to tailor benefits accordingly.



Research TPAs

Evaluate potential Third-Party Administrators based on experience, services offered, and reputation.



Request Proposals

Solicit bids from selected TPAs to understand pricing and service offerings.



Review and Select

Analyze proposals to compare benefits, costs, and compliance with regulations.





Identify Needs

Assess the specific health care needs of employees to tailor benefits accordingly.



Research TPAs

Evaluate potential Third-Party Administrators based on experience, services offered, and reputation.



Request Proposals

Solicit bids from selected TPAs to understand pricing and service offerings.



Review and Select

Analyze proposals to compare benefits, costs, and compliance with regulations.





Empowering Education, One Purchase at a Time

Understanding the Procurement Process and its Impact on Education Funding



Detailed Timeline Key Activities and Dates



Procurement Timeline Overview



Brownsville Independent School District



Employee Handbook

Importance of the Procurement Process



The procurement process is a critical part of the educational ecosystem, ensuring that resources are acquired efficiently and effectively. It involves a series of steps from identifying needs to evaluating bids and awarding contracts. A robust procurement process is essential for maintaining fiscal responsibility and ensuring the highest quality of educational services.



Procurement Process

Final Recommendation Process



Final Recommendation Process



Final Recommendation Process



Empowering Education, One Purchase at a Time



The Procurement Services Department plays a vital role in enhancing educational outcomes by ensuring that every purchase is strategic, transparent, and aligned with our district's goals. Our commitment to empowering education means that we prioritize fairness, compliance, and value in every procurement process.

Ensures Fairness and Transparency

The Employee Benefits Committee (EBC) plays a critical role in ensuring that all procurement activities are conducted in a fair and transparent manner. This focus on fairness helps to promote trust and longevity within the district.

Protects District Funds

By closely monitoring procurement processes and decisions, it safeguards the district's financial resources, ensuring that funds are managed responsibly and effectively.

Ensures Best Value

The EBC aims to secure the best value for the district by evaluating vendor proposals against established criteria, ensuring that the services and products acquired meet the district's needs at competitive prices.

Keeps District Compliant with Laws

Compliance with state and federal laws is essential for the district's operations. The Procurement Services Department ensures that all procurement processes adhere to legal requirements, minimizing risks and liabilities.



Employee Benefits Committee's Role

Ensures Fairness and Transparency

The Employee Benefits Committee (EBC) plays a crucial role in ensuring that all procurement activities are conducted in a fair and transparent manner.

This focus on fairness helps to promote trust and integrity within the district.

Protects District Funds

By closely monitoring procurement processes and decisions, it safeguards the district's financial resources, ensuring that funds are managed responsibly and effectively.

Ensures Best Value

The EBC aims to secure the best value for the district by evaluating vendor proposals against established criteria, ensuring that the services and products acquired meet the district's needs at competitive prices.

Keeps District Compliant with Laws

Compliance with state and federal laws is essential for the district's operations. The Procurement Services Department ensures that all procurement processes adhere to legal requirements, minimizing risks and liabilities.

Detailed Timeline: Key Actions and Dates

Bid Request Form: April 20, 2026

The Bid Request Form is due by April 20, 2026, which is critical for initiating the procurement process with the Procurement Services Department.

Development of Specifications April 6 - April 21, 2026

The Development of Specifications and Scope of Work will take place between April 6 and April 21, 2026, where detailed requirements will be established for the procurement.

Submission: June 9, 2026

Submissions will be accepted until June 9, 2026, at 10:00 a.m. through the e-procurement system, ensuring a streamlined and efficient procurement process.

Bidding by Administration: June 23, 2026

The Bidding by Administration will be conducted on June 23, 2026, where the best proposal will be evaluated and ranked for final consideration.

Advertisement Request: April 21, 2026

On April 21, 2026, the Advertisement Request will be submitted to the Bureau of Health, ensuring that the procurement opportunity reaches potential vendors.

Vendor Question Deadline: May 26, 2026

The Vendor Question Deadline is set for May 26, 2026, allowing vendors to submit inquiries and receive clarification on procurement process before submitting their proposals.

Opening: June 9, 2026

The Opening of proposals will occur on June 9, 2026, at 10:15 a.m. via Teams meeting platform, allowing for transparency in the opening process.

Bidding by the District's Employee Benefits Committee Members August 18, 2026

The Bidding by the District's Employee Benefits Committee Members will be conducted on August 18, 2026.

Bid Request Form: April 20, 2026

The Bid Request Form is due by April 20, 2026, which is critical for initiating the procurement process with the Procurement Services Department.

Advertisement Request: April 21, 2026

On April 21, 2026, the Advertisement Request will be submitted to the Brownsville Herald, ensuring that the procurement opportunity reaches potential vendors.

Development of Specifications: April 6 - April 21, 2026

The Development of Specifications and Scope of Work will take place between April 6 and April 21, 2026, where detailed requirements will be established for the procurement.

Vendor Question Deadline: May 26, 2026

The Vendor Question Deadline is set for May 26, 2026, allowing vendors to seek clarifications regarding the procurement process before submitting their proposals.

Submission: June 9, 2026

Submissions will be accepted until June 9, 2026, at 10:00 a.m. through the e-bidding system, ensuring a streamlined and efficient procurement process.

Opening: June 9, 2026

The Opening of proposals will occur on June 9, 2026, at 10:15 a.m. via Teams meeting platform, allowing for transparency in the opening process.

Ranking by Administration: June 23, 2026

The Ranking by Administration will be conducted on June 23, 2026, where the best proposals will be evaluated and ranked for final consideration.

***Ranking by the District's Employee Benefits Committee Members:**

August 18, 2026

**Note: Ranking by EBC must be done after District Staff returns to sites for the 2026-2027 school year.*

Ranking Process Explained

Review and Rank Responses Based on Specifications

The Employer Benefits Committee (EBC) will evaluate and rank vendor responses according to the specifications laid out in the solicitation documents, ensuring a structured and fair evaluation process.

Non-Disclosure Statement Required

To maintain the confidentiality of the evaluation process, all EBC members must sign a Non-Disclosure Statement prior to receiving any solicitation materials, ensuring integrity throughout the ranking.

Independent Ranking by Administration and Consultant

The ranking process is conducted independently by both the Administration and their Consultant - ensuring unbiased evaluation. Each party will rank submissions separately based on their expertise and criteria as laid out in the solicitation.

© 2025 W. L. Allen
www.wla.com

alamy

Review and Rank Responses Based on Specifications

The Employee Benefits Committee (EBC) will evaluate and rank vendor responses according to the specifications laid out in the solicitation documents, ensuring a structured and fair assessment process.

Non-Disclosure Statement Required

To maintain the confidentiality of the evaluation process, all EBC members must sign a Non-Disclosure Statement prior to receiving any solicitation materials, ensuring integrity throughout the ranking.

Independent Ranking by Administration and Consultant

The ranking process is conducted independently by both the Administration and the Consultant, ensuring unbiased evaluations. Each party will rank submissions separately based on their expertise and criteria set forth in the solicitation.

Evaluation and Ranking Guidelines



[m]

Utilize established scoring matrix



Clarifying questions only



Vendor presentations assessed



Compile Questions for Vendors

EBC members will compile a list of questions that will be presented to each vendor during their presentation. This process ensures consistency and fairness in evaluation.



Set Question Limits

Each EBC member is encouraged to submit a set of questions that should not exceed 10, with a minimum of 5. This guideline helps to streamline the evaluation process and maintain focus on key aspects of vendor proposals.



Reference Checks

If the Employee Benefits Committee (EBC) requests, reference checks will be conducted by the Office of Employee Benefits. These checks provide additional insights into vendor reliability and performance before final rankings are established.





Compile Questions for Vendors

EBC members will compile a list of questions that will be presented to each vendor during their presentation. This process ensures consistency and fairness in evaluation.



Set Question Limits

Each EBC member is encouraged to submit a set of questions that should not exceed 10, with a minimum of 5. This guideline helps to streamline the evaluation process and maintain focus on key aspects of vendor proposals.



Reference Checks

If the Employee Benefits Committee (EBC) requests, reference checks will be conducted by the Office of Employee Benefits. These checks provide additional insights into vendor reliability and performance before final rankings are established.

Final Recommendation Process

Final Recommendation Process

The final recommendation for selecting a service provider is based on a comprehensive evaluation of rankings from the Administration, Employee Benefits Committee (EBC), and external Consultants. This collaborative approach ensures a thorough assessment of proposals, leading to the presentation of the highest-ranked provider to the Board of Trustees for approval.



Conclusion and Acknowledgments

Your involvement in the procurement process is vital to its success. Together, we ensure that our district meets its educational goals while upholding integrity, transparency, and compliance in our purchasing decisions.



Q&A Session



Q&A Session

This is an opportunity to clarify any doubts or seek further information about the procurement process.

We encourage your active participation as it enhances understanding and collaboration among committee members.





Empowering Education, One Purchase at a Time

Understanding the Procurement Process and its Impact on Education Funding



Importance of the Procurement Process



The procurement process is a key to success in education. It ensures that the district is able to purchase goods and services in a timely and efficient manner, while also ensuring that the process is transparent and accountable. The procurement process is a key to success in education. It ensures that the district is able to purchase goods and services in a timely and efficient manner, while also ensuring that the process is transparent and accountable.

Final Recommendation Process



Take this with you. Revisit anytime.

Missed something? Want to explore further?
Scan or click below to open this presentation.
Anytime, anywhere.

[View presentation](#)



Employee Benefits Committee Meeting

(March 2026)



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



Employee Benefits Committee

Meeting Agenda

03/05/2026

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of February 4, 2026 meeting minutes
- C. Roll Call
- D. Old Business
 - Last month's review – Corpus Zorola
- E. New Business
 - 1. Health Care News – Corpus Zorola
 - 2. Understanding Your Drug Costs – Corpus Zorola
 - 3. Rx Rebates – Corpus Zorola
 - 4. Araya / ElectRx Update – Patrick McLaughlin
- F. Announcements:

EBC Members 2025-2026

Sign-In Sheet

Date: 03/05/2026

High Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Hanna High School	Elizabeth Hernandez	elhernandez@bisd.us	113158	
Porter High School	Marvelita Vela	mvela@bisd.us	✓ 178616	
Pace High School	Alma Reyna	adreyrna@bisd.us	101451	
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	✓ 143464	
Lopez High School	Virginia Ramirez	vramirez@bisd.us	✓ 213829	
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	✓ 351702	
BAC	Eleazar Castro	ecastro2@bisd.us	349179	
BECHS	Harold Emerson	hemerson@bisd.us	240494	
Lincoln Park	Veronica Cruz	vcruz@bisd.us	19976	

Completed
03/13/26
J. Emerson

Middle Schools				
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	✓ 111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC Chair	tonymeza@bisd.us	✓ 56278	
Garcia Middle School				
Lucio Middle School	Gabriela O. Maldonado	gomaldonado@bisd.us	✓ 142638	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	✓ 56979	
Oliveira Middle School	Ismael Barron	ibarronjr@bisd.us	✓ 199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nnelson@bisd.us	✓ 160113	
Stillman Middle School	Claudia Borrego	cborrego@bisd.us	✓ 106917	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	✓ 133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Deborah Anzaldua	dianzalduea@bisd.us	✓ 47619	Deborah Anzaldua
Breeden Elementary	Alicia Garcia	agarcia@bisd.us	✓ 172936	Alicia Garcia
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	B Becker/M Garza/P Puente	bbecker@bisd.us	✓ 243825/224294/246476	B Becker
Candales Elementary	Sugey Martinez Ana P. Guerra	smartinez@bisd.us	✓ 352819	
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Esmeralda Garcia-Barajas	egarcia-barajas@bisd.us	353699	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	✓ 161896	Larissa Ezequiel
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	✓ 34355	Arnulfo Castillo
Gonzalez Elementary	Cristobal Cisneros	ciscisneros@bisd.us	✓ 212253	Cristobal Cisneros
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	✓ 249882	Rosemarie Hinojosa
Judge R. Garza at Southmost	Troy Whittemore	ttwhittemore@bisd.us	✓ 52604	Troy Whittemore
Keller Elementary	Alvino Olvera	ajolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	arodriguez@bisd.us	352845	
Ortiz Elementary	Adriana Garcia	agarcia7@bisd.us	✓ 253006	Adriana Garcia
Palm Grove Elementary				
Paredes Elementary	Priscilla Atanis	patanis@bisd.us	203666	
Pena Elementary	Aida Mancias	amancias@bisd.us	✓ 62367	Aida Mancias

Perez Elementary	Celina Garza	cegarza@bisd.us	✓	216011	
Pullam Elementary	Michael Moreno	mmoreno@bisd.us		70068	
Putegnat Elementary	Michele Guerrero	mrguerrero	✓	163686	
Russell Elementary	Fidencio L. Zavala	flzavala@bisd.us	✓	56839	
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	✓	46175	
Skinner Elementary	Celia Saiz-Broussard	csaiz-broussard@bisd.us	✓	212911	
Vermillion Elementary	Delia Aldape	daldape@bisd.us	✓	244074	
Villa Nueva Elementary	Rayna Estrada	restrada@bisd.us	✓	166545	
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us		168645	




Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola Serrata/Yarim Enriquez	mvespindola@bisd.us : venriquez@bisd.us	130699/356890	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Chief Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Curriculum & Instruction	Fred J. Tamez	fitamez@bisd.us	159719	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services				
Health Services	Shirley Blanco	sblanco@bisd.us	225606	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mmartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	ngarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Yesenia Longoria	ylongoria@bisd.us	350772	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Jaime Estrada	joeestrada@bisd.us	356897	
Purchasing/Procurement	Mayra Castaneda/Delia Rodriguez	mayra@bisd.us: dmrodriguez@bisd.us	218987/436344	
Special Services	Roberto Cano Jr.	rcirano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	13633	
Warehouse/Txibks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	137235	

Youth Connection

Linda Montero

201375

L. Montero

Employee Benefits Committee (EBC) Meeting Minutes

Date: March 5, 2026

Time: 4:01 PM – 4:43 PM

Location: CAB District Administration

- A. Call to Order
- B. Roll Call
- C. Old Business
- D. New Business
- E. Adjournment

A. Call to Order

Chairman Tony Meza called the meeting to order at 4:01 PM.

Eleazar Castro, BAC Representative moved to approve the previous meeting minutes, with Arnulfo Castillo, Garden Park Representative providing the second.

B. Roll Call

Roll call was conducted, and a quorum was established.

C. Old Business

Mr. Corpus Zorola began by sharing insights from a recent conversation with Dr. Nellie Cantu, who encouraged him to check for understanding during meetings to help EBC members reflect on key takeaways.

Mr. Corpus Zorola presented video clips on health insurance costs to help members better understand current nationwide concerns.

Mr. Corpus Zorola provided an overview of insurance terminology, focusing on the Self-Insured PPO.

What does a PPO provide?

A healthcare insurance plan that offers a network of preferred healthcare providers, including doctors, specialists, and hospitals.

Key points:

- Network of Providers
- Flexibility
- Out-of-Network Care

Mr. Corpus Zorola shared the video “Understanding Your Drug Costs.”

The video covered the following key points:

- List Price vs. Net Price:
- The Role of PBMs: Pharmacy Benefit Managers (PBMs)
- Cost Factors:
- The Distribution Chain:

ARAYA Pharmaceuticals

Mr. Corpus Zorola introduced Mr. Patrick McLaughlin from ARAYA.

Mr. Patrick McLaughlin presented the Performance Plan 2025 for the Brownsville ISD Employee Prescription Drug Program.

He provided information on Plan Performance from 2022 to 2025.

- Plan
- Rebates
- Net
- Mbr Months
 - \$PMPM

Mr. Patrick McLaughlin also discussed the employee benefits of using the Clara App.

Insurance Consultant Discussion

Leti Martinez of Salazar Insurance Group inquired about potential savings for both the employer and employees.

Mr. Patrick McLaughlin explained that the CLARA app compares pharmacy prices for medications and allows users to switch medications within the app.

Before Adjournment

Mr. Corpus Zorola informed EBC members that he will develop a scope document outlining the committee’s objectives.

Mr. Corpus Zorola invited questions from EBC members and asked if Dr. Nellie Cantu had additional information to share.

Adjournment

The meeting adjourned at 4:43 PM, with the first motion by Abelardo Aguirre, Rivera HS and the second by Bertha Martinez. Payroll.



PHARMACY

March 2026

Employee Benefits Committee



Brownsville
Independent
School District

Health Care News

04



Managing Healthcare Costs



0



March 2026

Employee Benefits Committee



Understanding your Drug Costs



06



Pharmaceuticals for Patients

$$\$250 \times 1.20 \times 84\% + \$1.80 - \$31 = \$222.80 + \text{FEE}$$

PBM



\$7







March 2026

Employee Benefits Committee



RX Rebates



ESTIMATE						
RX Rebates						
Quarter	Year 2024	Date	Amount	CK #		
1		9/26/2024	\$1,056,661.65	10115		
2		12/20/2024	\$1,053,409.17	10161		
3		3/25/2025	\$953,658.48	10226		
4		6/25/2025	\$910,346.81	10288		
Total			\$3,976,076.11			
Quarter	Year 2025	Date	Amount	CK #		
1		9/25/2025	\$890,238.03	10346		
2		12/29/2025	\$862,866.15	10398		
3		3/27/2026			\$805,712.00	
4		6/27/2026			\$789,779.00	
Total			\$1,753,104.18			
Total			\$5,729,180.29			\$1,595,501.00
Grand Total						\$7,324,681.29

RX Rebates

Year 2024

Quarter	Date	Amount	CK #
1	9/26/2024	\$1,056,661.65	10115
2	12/20/2024	\$1,055,409.17	10161
3	3/25/2025	\$953,658.48	10226
4	6/25/2025	\$910,346.81	10288
Total		\$3,976,076.11	

Year 2025

Quarter	Date	Amount	CK #
1	9/25/2025	\$890,238.03	10346
2	12/29/2025	\$862,866.15	10398
3	3/27/2025		
4	6/27/2026		
Total		\$1,753,104.18	

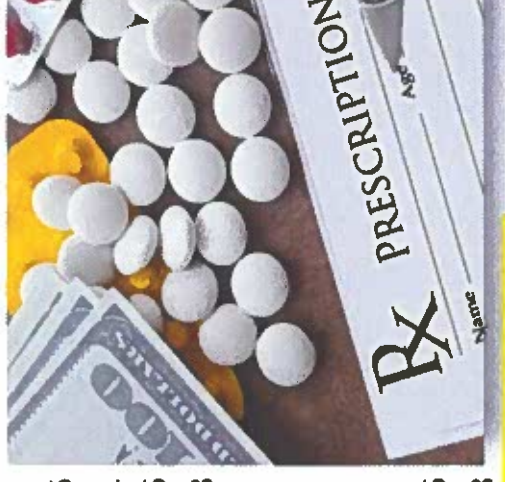
Total

\$5,729,180.29

Grand Total

\$7,324,681.29

ESTIMATE



\$805,722.00

\$789,779.00

\$1,595,501.00



March 2026

Employee Benefits Committee





March 2026

Employee Benefits Committee



Brownsville
Independent
School District

Last Month's Review

Companies negotiate with hospitals

Health care costs are financially straining Americans, rising faster than inflation. Even among the insured, **1 in 10** carry medical debt, pointing to cost — not access — as the core problem.



AI score
AI lower
AI more
AI better

Takeaways

Health care costs are rising faster than inflation. Even among the insured, **1 in 10** carry medical debt, pointing to cost — not access — as the core problem.

- Lower reimbursement rates
- Higher overhead
- More administrative tasks



AI score
AI lower
AI more
AI better

AI score
AI lower
AI more
AI better

01

Companies negotiate with hospitals

Health care costs are financially straining Americans, rising faster than inflation. Even among the insured, **78%** in 10 carry medical debt, pointing to cost — not access — as the core problem.

- A) six
- B) four
- C) one
- D) nine



Takeaways

Health-care costs are rising faster than _____
Insurance companies negotiate prices with hospitals

The real problem is _____ - not access

Doctors feel the strain too

- Lower reimbursement rates
- Higher overhead
- More administrative task

- A) Salaries
- B) Job Market
- C) Inflation
- D) Food Cost

- A) Cost
- B) Insurance
- C) The Doctors
- D) Hospitals





March 2026

Employee Benefits Committee



Brownsville
Independent
School District

Last Month's Review



BISD runs the health plan.

BISD outsources a TPA to administer the plan.

What is a TPA?

What does a PPO provide?

A health insurance plan that offers a network of preferred providers, including doctors, specialists, and hospitals. Key features include:

- Network of Preferred Providers
- Flexibility
- Out-of-Network Care

02

Insurance Terminology (Self-Insured)

PPO



(Preferred Provider Organization)

BISD owns the health plan.

BISD bids out a TPA
to administer the
plan.

What is a TPA?

What does a PPO provide?

A health insurance plan that offers a network of preferred healthcare providers, including doctors, hospitals, and specialists.

Key Points:

Network of Providers

Flexibility

Out-of-Network Care

Insurance Terminology (Self-Insured)

PPO



the health plan.

ids out a TPA
linister the

is a TPA?



(Preferred Provider Organization)

What does a PPO provide?

A health insurance plan that offers a network of preferred healthcare providers, including doctors, specialists, and hospitals.

Key Points:
Network of Providers
Flexibility
Out-of-Network Care

02



PHARMACY

March 2026

Employee Benefits Committee



Brownsville
Independent
School District

Last Month's Review



03

Last Month's Review

TPA - Procurement Process

A structured approach to selecting the optimal Third-Party Administrator for employee health care benefits.



Identify Needs

Assess the specific health care needs of employees to tailor benefits accordingly.



Research TPAs

Evaluate potential Third-Party Administrators based on experience, services offered, and reputation.



Request Proposals

Solicit bids from selected TPAs to understand pricing and service offerings.



Review and Select

Analyze proposals to compare benefits, costs, and compliance with regulations.





Identify Needs

Assess the specific health care needs of employees to tailor benefits accordingly.



Research TPAs

Evaluate potential Third-Party Administrators based on experience, services offered, and reputation.



Request Proposals

Solicit bids from selected TPAs to understand pricing and service offerings.



Review and Select

Analyze proposals to compare benefits, costs, and compliance with regulations.

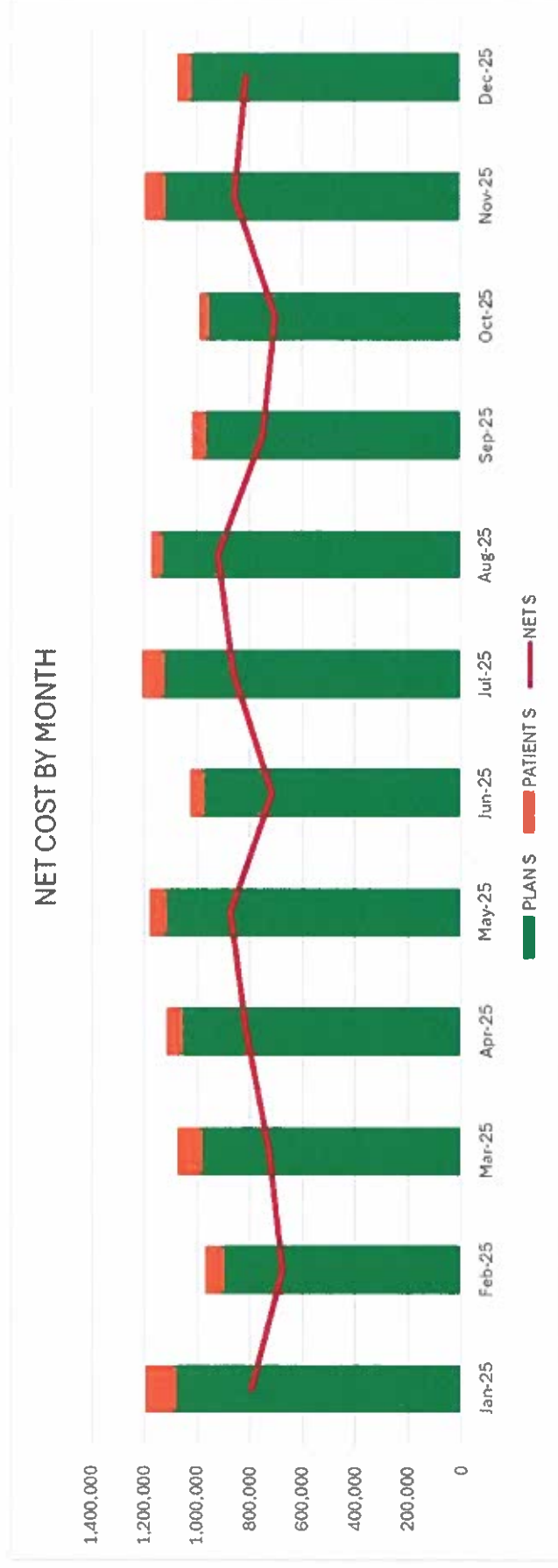




**Brownsville ISD
EBC Meeting
March 5, 2026
Prescription Drug Program
Plan Performance 2025**

PLAN PERFORMANCE 2025

BROWNSVILLE ISD EMPLOYEE PRESCRIPTION DRUG PROGRAM



PLAN PERFORMANCE: 2022-2025

BROWNSVILLE ISD EMPLOYEE PRESCRIPTION DRUG PROGRAM

	BCBSTX 2022	BCBSTX *2023	ARAYA 2024	ARAYA 2025
PLAN PAY	\$14,329,845	\$12,881,781	\$17,162,076	\$14,919,678
REBATES	\$3,530,267	\$3,020,675	\$3,971,181	\$3,449,286
NET	\$10,799,578	\$9,861,106	\$13,190,895	\$11,470,392
MBR MINTHS	107,232	78,093	100,631	98,137
\$PMPM	\$ 101	\$126	\$131	\$117

* 9 MOS



PROGRAM SUCCESS

- GLP1 Program (diabetes/weight loss)
 - Identified patients using meds with no diagnosis of diabetes
 - Adjusted therapies to plan limitations
 - Reduced plan spend by \$6.50 PMPM
 - **Plan savings \$630K**

PROGRAM SUCCESS

- Importation Pharmacy Program
 - 996 Prescriptions filled through IPP 2025
 - IPP cost \$1,613,754
 - US cost \$4,060,811
 - Plan savings **\$2,477,057**
 - Member savings **\$265,000**





PROGRAM SUCCESS

- High priced biologics available as biosimilars
- Same medication at 10% of the cost
 - Humira \$8,000 Biosimilar \$600
 - Stelara \$24,000 Biosimilar \$900
- Araya substitution program
 - Contacted members & prescribers
 - Obtained consent and new Rx
 - Contacted pharmacies
- Results
 - Humira 2024: Plan \$753K Members \$38K
 - Humira 2025: Plan \$62.5 Members \$16K
 - Biosimilar 2025: Plan \$16K Members \$6K
 - **Savings:** **Plan \$674K** **Members \$16K**



2026 INITIATIVES

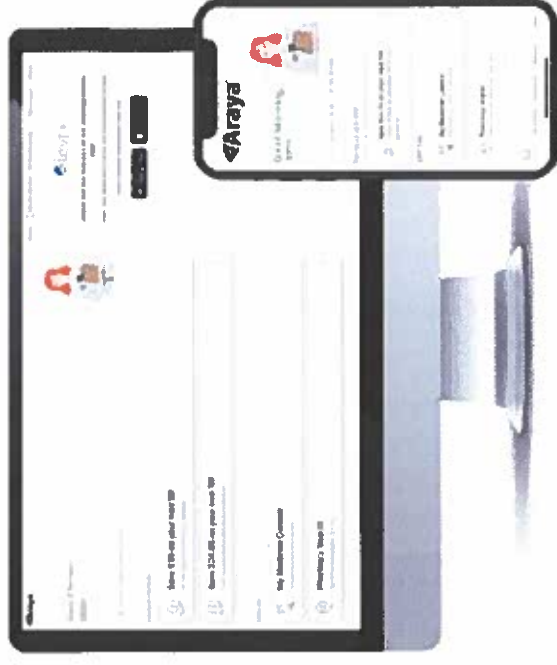
- Manufacturer Rebate Program
 - New contract in place for 2026
 - 15% increase in rebates
 - \$500K
- New Prior Authorization Platform: Max
 - Uses AI to streamline process
 - Allow expansion of program with less member impact
 - Will track success of therapies
- Manufacturer Direct to Consumer Programs
 - Access Most Favored Nation pricing for BILD



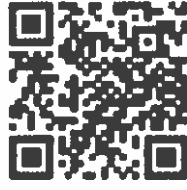
**Manage your pharmacy benefit -
anytime, anywhere.**

NOW AVAILABLE ON DESKTOP!

Enjoy all the great features of the Clara
from Araya App—directly from your
computer. No download needed.



Download the App:



Scan the QR code
or search Clara
from Araya app in
your app store:

Access the Web Portal:

Enter the link below and use your
Clara from Araya App login:

mwa.levrx.com/clara

Or





T : 518.687.1871

E : sales@arayarx.com

W: www.arayarx.com

Box 460 Latham, NY 12110



Employee Benefits Committee Meeting

(April 2026)



AN EARLY COLLEGE DISTRICT

BROWNsville

INDEPENDENT SCHOOL DISTRICT



Employee Benefits Committee

Meeting Agenda

04/08/2026

4:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of March 5, 2026 meeting minutes
- C. Roll Call
- D. Old Business
 - Last month's review
- E. New Business
 - 1. Healthcare News
 - 2. TASC Card
 - 3. CSP update
 - 4. UHC Year in Review – Deb Farely
- F. Announcements:

**EBC Members
2025-2026**

Sign-In Sheet

Date: 04/08/2026

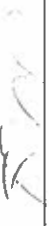
High Schools				
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Hanna High School	Elizabeth Hernandez	elhernandez@bisd.us	113158	
Porter High School	Marvelia Vela	mvela@bisd.us	✓ 178616	
Pace High School	Alma Reyna	adrevna@bisd.us	101451	
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	✓ 143464	
Lopez High School	Virginia Ramirez	vramirez@bisd.us	✓ 213829	
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	✓ 351702	
BAC	Eleazar Castro	ecastro2@bisd.us	✓ 349179	
BECHS	Harold Emerson	hemerson@bisd.us	240494	
Lincoln Park	Veronica Cruz	vcruz@bisd.us	✓ 19976	

Veronica Cruz - 43095
Nora Z. Ontiveros-Hinojosa

43095

1/15/26

Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	✓ 111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC Chair	tonymeza@bisd.us	✓ 56278	
Garcia Middle School				
Lucio Middle School	Gabriela O. Maldonado	gomaldonado@bisd.us	✓ 142638	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	56979	
Oliveira Middle School	Ismael Barron	ibarronir@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nnelson@bisd.us	160113	
Stillman Middle School	Claudia Borrego	cborrego@bisd.us	✓ 106917	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	✓ 133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Deborah Anzaldúa	dianzaldua@bisd.us	47619	
Breeden Elementary	Alicia Garcia	adelosreyes@bisd.us	172936	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	B Becker/M Garza/P Puente	bbecker@bisd.us	243825/224294/246476	
Candales Elementary	Sugey Martinez/Ana P. Gutierrez	smmartinez@bisd.us	352819/150525	
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Esmeralda Garcia-Barajas	egarcia-barajas@bisd.us	353699	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	34355	
Gonzalez Elementary	Cristobal Cisneros	crcisneros@bisd.us	212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	249882	
Judge R. Garza at Southmost	Troy Whittemore	ttwhittemore@bisd.us	52604	
Keller Elementary	Alvino Olvera	ajolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	ajrodriguez@bisd.us	352845	
Ortiz Elementary	Adriana Garcia	agarcia7@bisd.us	253006	
Palm Grove Elementary				
Paredes Elementary	Priscilla Alanis	pgalanis@bisd.us	203688	
Pena Elementary	Aida Mancias	amancias@bisd.us	62367	

Perez Elementary	Celina Garza	cgarza@bisd.us	✓	216011	<i>Celina Garza</i>
Pullam Elementary	Michael Moreno	mmoreno@bisd.us	✓	70068	<i>M. Moreno</i>
Putegnat Elementary	Michele Guerrero	mguerrero@bisd.us	✓	163686	<i>Michele Guerrero</i>
Russell Elementary	Fidencio L. Zavala	flzavala@bisd.us	✓	56839	<i>Fidencio L. Zavala</i>
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	✓	46175	<i>Consuelo Gavito</i>
Skinner Elementary	Celia Saiz-Broussard	csaiz-broussard@bisd.us	✓	212911	<i>Celia Saiz-Broussard</i>
Vermillion Elementary	Delia Aldape	daldape@bisd.us		244074	
Villa Nueva Elementary	Rayna Estrada	restrada@bisd.us	✓	166545	<i>Rayna Estrada</i>
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us		168645	

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola Serrata/Yarim Enriquez	myespindola@bisd.us ; yenriquez@bisd.us	✓ 130699/356890	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	✓ 176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	✓ 19615	
Chief Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Curriculum & Instruction	Fred J. Tamez	ftamez@bisd.us	✓ 159719	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services				
Health Services	Shirley Blanco	sblanco@bisd.us	225606	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	✓ 233781	
Maintenance	Norma J. Garcia	njgarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Yesenia Longoria	ylongoria@bisd.us	✓ 350772	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	✓ 73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Jaime Estrada	joestrada@bisd.us	356897	
Purchasing	Mayra Castaneda/Delia Rodriguez	mavra@bisd.us ; dnrodriguez@bisd.us	✓ 218987/136344	
Special Services	Roberto Cano Jr.	rircano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	✓ 13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	✓ 137235	
Youth Connection	Linda montero	lmontero@bisd.us	✓ 201345	

Employee Benefits Committee (EBC) Meeting Minutes

Month: April 8, 2026

1. Meeting Information

- **Date:** April 8, 2026
- **Time:** 4:00 pm – 5:00 pm
- **Minutes Recorded By:** Abelardo Aguirre Jr., Vice President

3. Call to Order

Meeting Called to order by chairman Tony Meza at 4:00pm

4. Approval of Previous Minutes

- The minutes from the **March 2026 EBC Meeting** were reviewed.
- Motion to approve was made by **Marvelia Vela from Porter ECHS** and seconded by **Ana P. Gutierrez from Canales**.
- **Status:** Approved

5. Agenda Items & Discussion

A. Benefits Plan Review

- The committee reviewed current employee benefits, including:
 - Health insurance plans
 - Dental and vision coverage
- Discussion focused on:
 - Cost increases for the upcoming plan year
 - Employee affordability concerns

Key Takeaway:

The committee agreed to continue evaluating plan options to ensure a balance between cost and coverage.

B. Employee Feedback

- Feedback from staff regarding benefits was discussed.
- Common concerns included:
 - Rising premiums
 - Coverage limitations
 - Need for improved communication

Key Takeaway:

The committee emphasized the importance of transparency and increasing employee awareness of benefits.

C. Vendor / Provider Updates

- Benefits providers shared updates regarding:
 - Plan utilization trends
 - Claims data
 - Potential plan adjustments

Key Takeaway:

No immediate changes were finalized; additional review is required.

D. Budget Considerations

- The committee reviewed projected costs for the next benefits cycle.
- Discussion included:
 - District contribution levels
 - Potential impact on employees

Key Takeaway:

Further financial analysis will be conducted before making recommendations.

E. Wellness Initiatives

- Discussion on improving employee wellness programs.
- Ideas included:
 - Health incentives
 - Preventative care programs

Key Takeaway:

The committee will explore expanding wellness opportunities.

F. New Business

- Discussed improving benefits enrollment communication.
 - Consideration of simplifying enrollment materials for employees.
-

8. Adjournment

- The meeting was adjourned Motion to approve was made by **Marvelia Vela from Porter ECHS** and seconded by **Ana P. Gutierrez from Canales**.
- **Status:** Approved



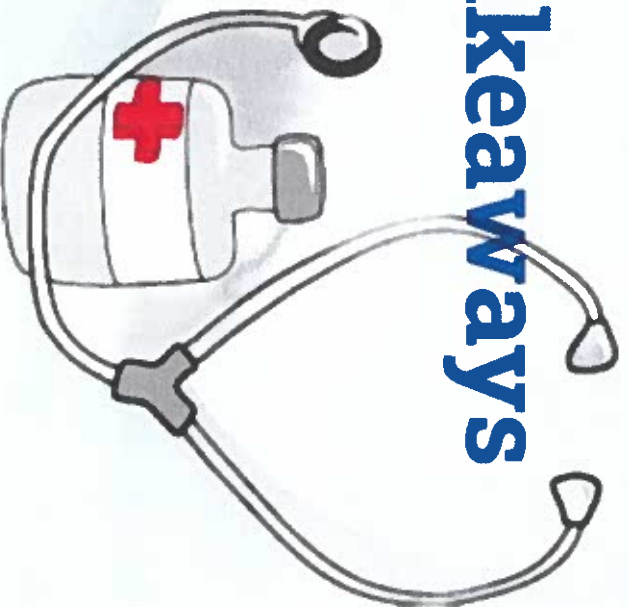
AN EARLY COLLEGE DISTRICT
BROWNSVILLE
INDEPENDENT SCHOOL DISTRICT

Employee Benefits Committee April 08, 2026

Healthcare News



Takeaways



Use in-network providers



Compare prices before procedures



Choose urgent care or telehealth when appropriate



Request itemized bills and challenge errors



Ask for generics

1. **Learn to open your account (1 day)**





AN EARLY COLLEGE DISTRICT
BROWNSVILLE
INDEPENDENT SCHOOL DISTRICT

Employee Benefits Committee

April 08, 2026

Employee Benefits Committee Meeting

(May 2026)



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



Employee Benefits Committee

Meeting Agenda

05/14/2026

3:00pm

- A. Call meeting to order
- B. Approval of minutes
 - Approval of April 8, 2026 meeting minutes
- C. Roll Call
- D. Old Business
 -
- E. New Business
 - 1. CSP Review
 - 2. Firms presentations
 - 3. Ranking
- F. Announcements:

EBC Members 2025-2026

Sign-In Sheet

Date: 05/14/2026

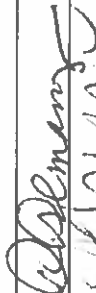
High Schools				
SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Hanna High School	Elizabeth Hernandez	elhernandez@bisd.us	54593 113158	
Porter High School	Marvelia Vela	mvela@bisd.us	178616	
Pace High School	Alma Reyna	adreyana@bisd.us	101451	
Rivera High School	Abelardo Aguirre - EBC Vice Chair	aaguirre@bisd.us	143464	
Lopez High School	Virginia Ramirez	vramirez@bisd.us	213829	
Veterans Memorial High School	Alexis Longoria-Lopez	allopez@bisd.us	351702	
BAC	Eleazar Castro	ecastro2@bisd.us	349179	
BECHS	Harold Emerson	hemerson@bisd.us	240494	
Lincoln Park	veronica Cruz	vcruz@bisd.us	19976	

• No. Ordovers-Huogus - nz outivos-hinoja - 93095

Middle Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Besteiro Middle School	Octavio Garcia/John Clark	octgarcia@bisd.us	111279/161055	
Faulk Middle School	Pedro (Tony) Meza - EBC Chair	tonymeza@bisd.us	56278	
Garcia Middle School				
Lucio Middle School	Gabriela O. Maldonado	gomaldonado@bisd.us	142638	
Manzano Middle School	Evelyn Cantu - EBC Secretary	evcantu@bisd.us	56979	
Oliveira Middle School	Ismael Barron	lbarronjr@bisd.us	199699	
Perkins Middle School	Cesar Maldonado	cmaldonado2@bisd.us	356543	
Stell Middle School	Norma Nelson	nanelson@bisd.us	160113	
Stillman Middle School	Claudia Borrego	cborrego@bisd.us	106917	
Vela Middle School	Jesus Pecina	jpecina@bisd.us	133906	

Elementary Schools

SCHOOL	REPRESENTATIVE	E-Mail	Employee ID	Signature
Aiken Elementary	Maribel San Miguel	msanmiguel@bisd.us	153567	
Benavides Elementary	Deborah-Anzures Anabel a Anzures	danzures@bisd.us	47619 35416	
Breeden Elementary	Alicia Garcia	adelosreyes@bisd.us	172936	
Brite Elementary	Denise Longoria	dlongoria@bisd.us	207063	
Burns Elementary	B Becker/M Garza/P Puente	bbecker@bisd.us	243825/224294/246476	
Canales Elementary	Ana P. Gutierrez	apgutierrez@bisd.us	150525	
Champion Elementary	John Belleville	jbelleville@bisd.us	228095	
Cromack-Castaneda Elem.	Esmeralda Garcia-Barajas	egarcia-barajas@bisd.us	353699	
Del Castillo-Morningside Elem.	Larissa Ezequiel	laezequiel@bisd.us	161896	
Egly Elementary	Alejandro Alaniz	alalaniz@bisd.us	203696	
El Jardin Elementary	Patricia Monica Longoria	pmlongoria@bisd.us	15334	
Gallegos Elementary	Michelle Cortez	mcortez@bisd.us	49107	
Garden Park Elementary	Arnulfo Castillo	arncastillo@bisd.us	34355	
Gonzalez Elementary	Cristobal Cisneros	cjrcisneros@bisd.us	212253	
Hudson Elementary	Rosemarie Hinojosa	rhinojosa1@bisd.us	249882	
Judge R. Garza at Southmost	Troy Whittemore	ttwhittemore@bisd.us	52604	
Keller Elementary	Alvino Olvera	airolvera@bisd.us	63029	
Martin Elementary	Amanda Rodriguez	airodriguez@bisd.us	352845	
Ortiz Elementary	Adriana Garcia	agarcia7@bisd.us	253006	
Palm Grove Elementary				
Paredes Elementary				
Pena Elementary	Aida Mancias	amancias@bisd.us	62367	

Perez Elementary	Celina Garza	cegarza@bisd.us	216011	
Pullam Elementary	Michael Moreno	mmoreno@bisd.us	1998690068	
Putegnat Elementary	Michele Guerrero	mrguerrero	163686	
Russell Elementary	Fidencio L. Zavala	fizavala@bisd.us	56839	
Sharp Elementary	Consuelo Gavito	cgavito@bisd.us	46175	
Skinner Elementary	Celia Saiz-Broussard	csaiz-broussard@bisd.us	212911	
Vermillion Elementary	Delia Aldape	daldape@bisd.us	244074	
Villa Nueva Elementary	Rayna Estrada	rlestrada@bisd.us	166545	
Yturria Elementary	Candice Saldivar	csaldivar2@bisd.us	168645	

Departments				
DEPARTMENT	REPRESENTATIVE	E-Mail	Employee ID	Signature
Adult Education	Marisa Espindola Serrata/Yarim Enriquez	myespindola@bisd.us ; yenriquez@bisd.us	130699/356890	
Assessment/Research/Eva.	Joanna Villarreal	joannav@bisd.us	176184	
Aquatic Center	Monica Rosales	mmrosales@bisd.us	19615	
Chief Operations	Dr. Nellie Cantu	drncantu@bisd.us	353527	
Curriculum & Instruction	Fred J. Tamez	ftamez@bisd.us	159719	
Facilities	Dora A. Ortiz	doortiz@bisd.us	49344	
Food and Nutrition Services				
Health Services	Shirley Blanco	sblanco@bisd.us	225606	
Human Resources	Emiliano Camarillo	ecamarillo@bisd.us	194085	
Library/Media Services	Mandy Martinez	mlmartinez@bisd.us	233781	
Maintenance	Norma J. Garcia	njgarcia@bisd.us	234826	
Migrant Dept/Parent & Family	Yesenia Longoria	ylongoria@bisd.us	350772	
Payroll Department	Bertha Martinez	bbmartinez@bisd.us	73563	
Police/Security Services	Melissa Maldonado	mmaldonado4@bisd.us	353148	
Pupil Services	Jaime Estrada	jestrada@bisd.us	356897	
Purchasing	Mayra Castaneda	mavra@bisd.us	218987	
Special Services	Roberto Cano Jr. Agustin Delgad	rircano@bisd.us	157864	
Support Programs	Maria L. Esparza	mlesparza@bisd.us	17094	
Transportation	Heber Olguin	holguin@bisd.us	13633	
Warehouse/Txtbks/Fixed Assets	Claudia Ramirez	ciramirez@bisd.us	137235	
Youth Connection	Linda montero	lmontero@bisd.us	201325	